

Meeting Minutes – Seaver Faculty Association Meeting

Meeting Information

Date:	10/05/2016	Location:	Elkins
Time:	8:30 AM	Meeting Type:	Regularly scheduled
Called By:	Lincoln Hanks, President	Note Taker:	Kindalee De Long, Secretary-Treasurer

Announcements

- Eric Wilson, associate chaplain, presents devotional—space and margin to center on what is the real intent of our day and respond from a deeper place of meaning and purpose; Jesus offers rest
- Approval of Minutes
- L. Hanks announces that future SFA meetings will be held in meeting in Fireside Room at round tables, to encourage community, public comment, and discussion.
- K. De Long presents treasurer’s report
- L. Hanks shows the SFA webpage, including upcoming calendar items. He urges faculty to use it and make suggestions (e.g., calendar items, faculty recognition).
- L. Hanks announces current projects of SFA Executive Committee: academic rigor in international programs; preparation of international students; and childcare. Stay tuned.

Agenda Items

1. Visiting Faculty Proposal Update

Presenter Lincoln Hanks, president

Summary Last year, SFA passed a resolution approving the visiting faculty proposal. A task force met three times to discuss aspects of the proposal. After a delay, the project is moving forward again with the task of compiling a new handbook, a draft of which will be reviewed by various offices as well as the SFA Executive Committee. After that, the task force will make revisions necessary and provide a draft to the faculty for a 30-day review and comment period. After revisions, a new draft would be submitted to the SFA for final approval.

Discussion

- Will this task force be appointed? L. Hanks responds that it will be, by the dean’s office.
- What is the history and content of this proposal (from a new faculty member)? L. Hanks responds with a short summary.
- Is service being added to visiting faculty responsibilities? K. Martin responds that service as a component of responsibilities is handled individually on faculty contracts.

2. Seaver Schedule Update

Presenter Lincoln Hanks, president

Summary There is little news to report. When L. Hanks met with M. Feltner recently, the dean stated that we are nowhere near implementing a new schedule for Seaver. The work of last year has been set aside. Currently, the dean’s office is doing in-house data collection (no outside consultant). After this, the schedule task force already in place

will review the data. The schedule will not be changed unless there is compelling evidence that change would result in improvement.

Discussion Will this task force be appointed? (This question was asked once for both task forces but has been separated for organizational purposes.) K. Martin responds that it is already in place. (Note from secretary-treasurer: it was formed last year in consultation with SFA.)

3. Crossroads (LGBTQ+ Student Organization) Update

Presenter Cameron Hart, president of Crossroads; Jason Sim, vice president of Crossroads

Summary Prof. David Holmes introduces this new student organization. He thanks Cindy Novak and Maire Mullins for their work on increasing compassion for the LGBTQ community on campus. C. Hart presents names of leadership team and purpose statement from constitution (create space for support; promote sensitivity; address misunderstanding; challenge stereotypes). The focus is on supporting students and creating a supportive environment on campus. The club has two kinds of monthly meetings: general (all welcome) and bravespace meetings (confidential support group for LGBTQ students). Twenty students attended the first bravespace meeting. C. Hart believes it will be extremely helpful for students. Two upcoming events: national coming out day (10/11); AIDS Walk LA (10/23). Ideas: social events with Law school LGBT Legal Society; volunteer work with LA LGBT Center; movie screenings (e.g., *For the Bible Tells Me So*, *Milk*); mental health presentation by Peppervine Counseling Center. Helpful online resources: Human Rights Campaign, Trevor Project, Campus Pride, GLAAD. Crossroads Facebook page: faculty are welcome to learn about events there. What do faculty members need to know? Connect—talk to students/staff regarding these issues; use a student’s preferred pronoun (just as you would a nickname). Include—strive for a welcoming classroom environment with equal opportunity not special treatment. Learn/Educate—check resources to learn more about LGBTQ people on college campuses and educate others. The group encourages all members of the campus community to practice respect: avoid stereotypes, stigmas, and preconceived notions. C. Hart has felt included and welcomed at Seaver but some students have not.

Discussion

- Do you have to be on Facebook to access the page? Yes, but you can also access the Crossroads Peppervine webpage, accessible from the Peppervine student clubs page.
- Holly Star [check name and position] mentions that she volunteered for the Trevor Project as a suicide crisis counselor for four years. She’s happy to share her experience.
- Are there things we can watch for to know that student is not feeling included (such as not showing up for class)? How do we adjust our climate beyond language to make it better? C. Hart responds that if a student is not coming to class, he encourages reaching out by email but without assuming anything. Students sometimes fear backlash or tension. If biased comments are made by other students in class, students may avoid class. C. Hurt is always happy to talk to faculty.

4. New Hazing Policy

Presenters Doug Hurley, director of student activities and campus recreation
Chris Doran, associate professor, Religion and Philosophy Division

Summary D. Hurley states that a task force made up of staff from Greek Life, general counsel, student activities, and athletics created a new hazing policy. The impetus was

student questions seeking clarification on the hazing policy. In this process, two decisions were made: (1) students cannot claim to be a passive participant to hazing; students who are present are involved; (2) students cannot give consent to being hazed; even when the victim of hazing states agreement, those involved can still be charged with hazing. Basic definition of hazing: enforcing or implying some kind of punishment for not being involved in an activity that has no purpose related to the mission of the organization or university. It usually involves intimidation, power, or embarrassment. The policy divides hazing into three levels: subtle, harassment, violent hazing. C. Doran encourages faculty to respond if we see something or hear something on campus, such as dressing certain ways, carrying certain kinds of backpacks, events at strange hours. We can contact DPS (now in the loop on hazing); or Mark Davis' office or use the Live Safe app. We've seen a small uptick in this behavior; so it's important to be proactive before something serious happens.

Discussion • What about off-campus locations? Yes, please report wherever you see hazing. The policy applies to activity off campus. • Does the policy only apply to new members? No, the language focuses on new members because they're typically the victims of hazing. • What about professional fraternities: is this policy so broad that organizations could not require students to dress professionally or attend an important event? D. Hurley responds that if these activities are directly related to the mission of the organization, then it would not be hazing. • If the entire organization participates, does that protect it from a hazing accusation (e.g., if all hike to the cross together)? Yes, typically. However, students can't use their own participation in a past activity to mandate participation in a present activity required of only some members. • Are we providing student groups with resources to help them develop alternatives to activities that might fall under this policy? C. Doran responds that student life groups and athletic groups have looked at examples from NCAA resources to help students develop community building activities that are not hazing.

5. Committee Reports

Presenter Teaching, Learning and Technology – Prof. Stella Erbes, Chair
Committee on Women Faculty – Prof. Kindy DeLong, Chair

Summary • S. Erbes—the new Teaching, Learning, and Technology Committee (TLTC) is now restructured to include technology. S. Erbes makes three announcements: (1) Tech tips—use the dropbox in Courses to quickly and easily collect student materials (such as Powerpoint shows for in-class presentations); the TLTC will provide a video video tutorial. It also encourages faculty to use a free app called Genius Scan, to take pictures of a document as a PDF. (2) Director for the Center for Teaching and Learning: TLTC met with K. Kilpatrick to provide criteria for this open search. (3) TLTC will be sharing resources through the SFA website, such as a great Gmail video tutorial that will help faculty navigate Gmail and change options; the Lynda.com online training site; library resources (3d printer, poster printer).

• K. De Long—the Committee on Women Faculty will be working this year on the Award for Excellence in Leadership and Women in Leadership Banquet, a convocation for navigating post-college life, the second Female Faculty Mentoring program, and the Women's Faculty Caucus.

6. New Business

- Maire Mullins suggests that the SFA take a proactive approach to benefits. If changes are coming, the SFA ought to be involved in these discussions. L. Hanks responds that he will look into this matter.

New Action Items

	Responsible:	Date Due:
1. Look into possible change to benefits and SFA's role in that process	L. Hanks	