



Academic Assembly Meeting No. 10
Monday, January 23, 2023
2:05 p.m. – 3:35 p.m.
ADAL Stuart T. Rolfe & Zoom

MINUTES

Members Present: Connie Anthony, Mark Cohan, 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, Carrie Miller, Patrick Murphy, Jodi O'Brien (Associate Provost, *ex-officio*), Katie Oliveras, Russell Powell, Gabby Rios (GSC, *ex-officio*), Bryan Ruppert, Patrick Schoettmer, Frank J. Shih, Gregory Silverman, Phillip Thompson, Michael Trice, Glenn Yasuda and Valentina Zamora.

I. Opening Remarks

2:08 p.m. – 2:13 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 January 23, 2023, meeting of the AcA." Seconded. **Approved.**
- c. **MOTION** Moved by Frank Shih: "Move to approve the meeting minutes from December 12, 2022, as revised, out of session, by AcA members." Seconded. **Approved.**
- d. Later this year, AcA will invite the Chief Financial Officer, Academic Technology Chair, and the University Ombudsperson to attend a meeting to provide updates about their areas.

II. Provost Update, Shane P. Martin

2:13 p.m. – 2:17 p.m.

Seattle University has had a strong start to the winter quarter. The retention rate from Fall Quarter 2022 to Winter Quarter 2023 is above 95%. One tactic to increase retention was to keep offices open throughout winter break. In previous years, students had challenges registering for courses and conducting other necessary business to prepare for winter quarter while offices close over the break. Notably, approximately 70 students interacted with staff this winter break, and the University will continue with this practice during spring break. Since retention rates are lowest from spring quarter to fall quarter, the University is considering new strategies for summer.

III. Annual Performance Review

2:17 p.m. – 3:15 p.m.

Shane P. Martin, Jodi O'Brien and Colette Taylor

The University would like to develop an Annual Performance Review (APR) pilot program to establish a consistent and cohesive baseline that is well aligned with the teacher-scholar model, which naturally pairs teaching with scholarship and is used nationally.

The *Reigniting Our Strategic Directions'* APR Working Group is currently consulting with stakeholders across the University. Furthermore, the working group has scheduled meetings with faculty groups of schools and colleges and the Provost will host in-person and virtual forums to

review workload policy on February 28. The APR Working Group will continue to consult with the AcA. AcA members provided feedback related to the weighted distributions for faculty workload. Members discussed the variety of work and accreditation requirements among individual faculty, programs, departments and schools and colleges. As for term faculty, the University Tenure Track Committee is in the process of drafting guidelines for promotion and teaching, and the final draft will be presented to the AcA.

AcA members discussed how the variability among faculty, programs, departments and schools and colleges may create inequities in an APR process that aspires to establish uniformity. Notably, members discussed how weighted distributions of faculty workload may impact recruiting and retention across the schools and colleges. Others mentioned this pilot's framework can provide faculty involved in "hidden work" an opportunity to include such work in their evaluations using a cohesive and consistent system.

The University is planning to conduct the APR pilot program next year, and during this transition, the University will build an interim plan.

IV. Committee on Committees, Patrick Schoettmer **3:15 p.m. – 3:18 p.m.**

MOTION Moved by Patrick Schoettmer: "I move to approve to waive the seven-day rule of notice so AcA can vote on appointments to the Office of Sponsored Projects (OSP) Council." **Approved.**

MOTION Moved by Patrick Schoettmer: "I move to approve the appointments of Yen Tran (LIB), Ben White (CON) and Deb Ahrens (LAW) to the OSP Council." **Approved.**

V. Open Business **3:18 p.m. – 3:35 p.m.**

The Academic Technology Committee plans to come to AcA as they work on this year's agenda.

The Assembly previously tabled the motion to approve the Two-Day Early Start Resolution. Provost Martin has since consulted with key campus stakeholders. The overwhelming opinion is that an early start will cause a substantial disruption for residential student life, conferences, and scheduling. The strong recommendation is not to pursue the early start while we remain on the quarter system.

Meeting was adjourned at 3:39 p.m.