

*Whereas*, the modern university is a complex enterprise whose operations require careful coordination and cooperation between a variety of constituent agencies; and

*Whereas*, planning for academic distinction is a necessary and worthwhile endeavor and faculty crucially affect such distinctiveness at Pacific Lutheran University; and

*Whereas*, Article III, Section 2(f) of the Faculty Constitution states that “The faculty shall, subject to the Board of Regents, formulate and enact educational policy which is the central concern of the university” (1995 Faculty Handbook, p. 17), indicating thereby that faculty are centrally responsible to identify academic distinctiveness as well as work in the light of the university’s efficient (pedagogical), formal (curriculum), and final cause (academic mission); and

*Whereas*, recent turnover of faculty affects faculty ethos and makes desirable a restatement of central faculty concerns; and

*Whereas*, Article V, Section 1 of the Bylaws to the Faculty Constitution of Pacific Lutheran University stipulates that the university “offers [faculty] conditions of employment commensurate with their professional achievement and conducive to high-quality performance” (1995 Faculty Handbook, p. 29); and

*Whereas*, the culture of higher education generally is under pressures extrinsic to the value-sphere of educational mission (e.g., values imported from the world of corporate management, market pressures, the general politicizing of education in the U.S.); therefore

**Resolved**, that this faculty assembly requests the PLU 2010 planning process, and particularly its faculty membership, to consider and work toward realizing important faculty goals and concerns, which ought also to be the university’s, in areas such as:

(1) Educational mission and faculty agency;

- Develop a robust campus culture that expresses and supports our academic endeavor without mandating high levels of social conformity (to use the famous terminology of Emile Durkheim, fostering organic rather than mechanical solidarity);
- Keep faculty decision processes and concerns central to university planning, and distinguish carefully the material (support) and efficient (managerial) causal roles of administration and staff;

(2) Resources;

- Continue to seek faculty compensation, benefits, and perquisites commensurate with a central university role and status;
- Provide significant support for research and professional activity (e.g., grant writing support, adequate travel money);

(3) Time desiderata;

- Five-course load (AAUP ideal);
- University master-schedule allowing more flexible class scheduling arrangements;
- Creation of faculty guidelines for time-usage, such as one real day off/week and one “reading day”/week;
- Opportunity for mini-sabbaticals in addition to the regular sabbatical;
- Sufficient staff to help faculty with gatekeeping or scheduling student meetings;
- Inclusion in the University master-schedule designated times for faculty development workshops for general education (Freshman Experience, International Core) and Cross Disciplinary Programs;

(4) Space and place desiderata;

- Facilities for all faculty on par with the music building;
- Beautiful teaching space, designed with close faculty consultation;
- Environment designed for pedagogical effectiveness (e.g., so classes are not competing with noise from leaf blowers);

(5) Curriculum and pedagogy;

- Protect academic freedom by keeping academic culture centered in faculty initiative and competence rather than program;
- Foster an academic climate that excites and energizes a diverse faculty;
- Maintain a vigorous Center for Teaching and Learning that helps faculty develop a variety of effective teaching styles;
- Promote rigorous standards of academic excellence and active student engagement in learning;
- Encourage student research (pure and applied) as a model of lifelong, liberal learning;
- Enhance support and resources for multimedia teaching;
- Urge that administrative decisions consider not only cost or efficiency but also pedagogy and faculty welfare.

***IMPLEMENTING RESOLUTION***

**Further resolved**, that the Faculty Secretary shall forward this PLU 2010 Faculty Resolution to the PLU 2010 Commissions, Faculty Executive Committee, University Officers, and Administrative Staff Council.