Call to Order: Jill Whitman, Chair of the Faculty, called the regular December meeting to order at 4:00 p.m. There were 134 persons in attendance.

Opening Prayer: The Reverend Dennis Sepper, University Pastor, offered the opening prayer.

Approval of Minutes of the Meeting of Nov. 14, 2014: The minutes were approved as distributed.

Question and Answer Period with the President: President Thomas W. Krise answered a question forwarded to him by the Faculty Affairs Committee, about administrative cost increases (“bloat”) across the academy and how things stand at PLU. He replied that salary increases in recent years have been in the form of across-the-board percentage increases for faculty, administration, and staff alike. The ratio of staff and administrators to faculty at PLU is on the lean side of the national range of 1.8-2.2; we are at 1.65 staff/administrators for each faculty member. Compensation percentages for faculty vs. staff and administrators were 47.2%/52.8% in 2012, 46.5%/53.4% in 2013, and 46.3%/53.6% in 2014. (Part of that ratio, of course, has to do with the relative seniority of employees in each category.)

A follow-up question from the floor, from Craig Fryhle (Chemistry), concerned the difference between staff salaries and those for administrators. Pres. Krise said he did not have those figures at hand.

Unfinished Business: [NONE]

New Business:

A. Steve Starkovich (Provost) introduced a motion to approve graduation candidates.

Resolved, that the Faculty Assembly approve the January 2015 graduation candidates 2014, pending completion of all requirements.

MOTION PASSED.
B. Pauline Shanks Kaurin (Philosophy), Chair of the Governance Committee, introduced a motion to revise the Faculty Bylaws.

Whereas, the current Faculty Handbook language is unclear; and

Whereas, confirming election results ought to be handled by more than any one individual to ensure transparency;

Resolved, that Article III, Section 2.C. of the Faculty Bylaws be revised as presented in Attachment A.

This was the motion’s first reading. Written amendments to the motion are due by 10:00 a.m. on Wednesday, Feb. 4, 2015, for consideration at the February 13 faculty meeting.

C. Pauline Shanks Kaurin (Philosophy), Chair of the Governance Committee, introduced a motion to revise the Faculty Handbook.

Whereas, the current Faculty Handbook language is unclear regarding council membership and purpose;

Resolved, that Section II, Part IX, Section 7 of the Faculty Handbook (8th ed.) be revised as presented in Attachment B.

Speaking to the motion was Steve Starkovich (Provost).

MOTION PASSED.

D. Martin Wurm (Economics), Chair of the Educational Policies Committee, introduced a motion to approve an honorary degree.

Resolved, that the faculty recommend to President Krise the nomination of King Harald V of Norway for a Doctor of Laws jure dignitatis, as detailed in Attachment C.

Speaking to the motion was Fabio Ambrosio (Business).

MOTION PASSED.

E. Svend Rønning (Music), Chair of the Faculty Affairs Committee, introduced a motion to hold an Informal Discussion.

Resolved, that the Faculty Assembly hold an Informal Discussion lasting no longer than 15 minutes regarding the addition of a Statement of Academic Freedom to the Bylaws to the Faculty Constitution, Article II, Section 1 (page 12), as presented in attachment D. Introductory remarks lasting no more than 5 minutes will be provided.

MOTION PASSED.
Following an opening presentation by Svend Rønning (Music), participating in the discussion were Karen Travis (Economics), Steve Starkovich (Provost), Doug Oakman (Religion), Lynn Hunnicutt (Economics), Michael Zbaraschuk (Religion), Michael Halvorson (History), and Jon Grahe (Psychology).

F. Neal Yakelis (Chemistry), Chair of the Admission and Retention of Students Committee, introduced a motion to hold an Informal Discussion.

Whereas, the Admissions and Retention of Students (ARTS) Committee has prepared an update with regard to its investigations into the University’s efforts in improving retention rates;

Resolved, that the faculty hold an Informal Discussion lasting no more than 15 minutes about two recommendations that have emerged from their discussions, presented in Attachment E. Introductory remarks lasting no more than 10 minutes will be provided.

MOTION PASSED.

Following an opening presentation by Neal Yakelis (Chemistry) and Hal DeLaRosby (Academic Advising), participating in the discussion were Nancy Albers-Miller (Business), Frank Kline (Education & Kinesiology), Lynn Hunnicutt (Economics), Jim Albrecht (Humanities), Joanna Gregson (Sociology), Mary Ellard-Ivey (Biology), Jon Grahe (Psychology), Fabio Ambrosio (Business), Ann Auman (Biology), Agnes Choi (Religion), and Michael Halvorson (History).

Announcements and Communications:

A. Revision of spring meeting dates. Jill Whitman (Chair of the Faculty) announced that Faculty Executive Committee meetings in February and April would be held two days earlier than usual. This means that the call for agenda items will also come out – and will need to be responded to – earlier.

B. Fall Grades due. Kevin Berg (Registrar) announced that grades for the fall semester are due no later than 5:00 p.m. on Friday, January 2, 2015. Earlier is better! Also, “important dates and deadlines” for the academic calendar, posted online, are now available at least one semester in advance.

C. Upcoming discussion on Intellectual Property Rights. Steve Starkovich (Provost) provided information on discussion of intellectual property rights at PLU. A draft university policy is in the hands of our attorneys and will be discussed at the February faculty meeting. (A policy will then be adopted by the President’s Council.)

D. Next steps in Assessment. Steve Starkovich (Provost) affirmed the commitment to conduct assessment activities in a way that creates concise and focused opportunities for faculty – i.e., with less bureaucracy. Dave Veazey (University Assessment, Accreditation, and Research) will be visiting department chairs and program directors in the coming months to help that happen.
E. **Call for proposals for Place-Based Learning.** Joel Zylstra, Director of Community Engagement and Service, announced an interest in receiving proposals for new or revised courses that include a community-engaged learning component, focusing on (i) on-campus courses that engage the Parkland community in service learning, and (ii) off-campus courses through the Tacoma Urban Immersion Program now being developed.

F. **Spring 2015 “It’s On Us” campaign.** Joanna Gregson (Sociology) announced a series of events, workshops, and presentations on sexual-assault prevention, highlighted by a lecture by Lt. Col. Celia FlorCruz (JBLM) on Tuesday, Feb. 17, at 7:00 p.m. Faculty are encouraged both to attend this lecture and to encourage their students to attend, as well as to include in their courses a unit related to gendered violence, sexual assault, or related topics during the week of March 16-20.

G. **Wang Center for Global Education research grants.** Claudia Berguson (Languages & Literatures), Chair of the Global Education Committee, reminded faculty of the March 31 deadline for Wang Center research grants. She also invited nominations and self-nominations for Program Directors for three gateway programs: Trinidad & Tobago, Chengdu (China), and the upcoming Tacoma Urban Immersion Program.

H. **Ambassador Chris Stevens Memorial Lecture.** Claudia Berguson (Languages & Literatures) announced that the second memorial lecture in honor of U.S. Ambassador Chris Stevens, sponsored by the Wang Center for Global Education, will be held on Thursday, February 19, 2015, at 7:30 p.m. The speaker will be the award-winning Egyptian-American filmmaker Jehane Noujaim.

**Adjournment:** The meeting adjourned at 5:36 p.m.

Respectfully submitted,

Keith J. Cooper  
Faculty Secretary