

**Western Washington University  
Board of Trustees  
Agenda  
June 7, 8, 2012**

**THURSDAY, June 7, 2012**

**Location: OM 340**

**Time: 3:00 p.m.**

**I. CALL TO ORDER**

3:00 – 3:05

**2. SPECIAL REPORTS**

**A. DIVERSITY CLIMATE**

3:05 – 3:45 p.m.

Presentation: Sue Guenter-Schlesinger, Vice Provost for Equal Opportunity & Employment Diversity  
Francisco Rios, Dean, Woodring College of Education  
Willy Hart, Director, University Residences  
Nick Sanchez, Sr. Associate, Human Resources  
Catherine Riordan, Provost & VP for Academic Affairs

**B. USE OF SOCIAL MEDIA AT WESTERN**

3:45 – 4:30 p.m.

Presentation: Steve Swan, VP for University Relations

**ACTION ITEM**

**3. AMENDMENTS TO BOARD OF TRUSTEES RULES OF OPERATION**

• **Section 7, Meetings of the Board, 7.10 and 7.11**

4:30 – 4:35

Presentation: Wendy Bohlke, AAG

4:35 – 4:45

Discussion

**4. EXECUTIVE SESSION MAY BE HELD TO DISCUSS PERSONNEL, REAL ESTATE AND LEGAL ISSUES AS AUTHORIZED IN RCW 42.30.110.**

4:45 – 5:15

# **1. CALL TO ORDER**

**WESTERN WASHINGTON UNIVERSITY  
ITEM SUBMITTED TO THE BOARD OF TRUSTEES**

**TO:** Members of the Board of Trustees

**FROM:** President Bruce Shepard by Provost Catherine Riordan

**DATE:** June 7, 2012

**SUBJECT: DIVERSITY CLIMATE**  
Sue Guenter-Schlesinger, Vice Provost for Equal Opportunity & Employment Diversity  
Francisco Rios, Dean, Woodring College of Education  
Willy Hart, Director, University Residences  
Nick Sanchez, Sr. Associate, Human Resources  
Catherine Riordan, Provost & Vice President for Academic Affairs

**PURPOSE:** Presentation/Discussion

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**Purpose of Submittal:**

This presentation provides a quick snapshot of the diversity of faculty and staff at Western Washington University. Some key challenges and the university's responses will be provided. Discussion will surround lessons learned and next steps.

**Supporting Documentation:**

Please see below for brief information:

- Highlights of a Survey of WWU Faculty
- Lesbian, Gay, Bisexual, Transgender Advocacy Council
- Minority Employee Council

## **Highlights of the HERI Faculty Survey: Diversity Climate Report**

In 2010-2011, Western contracted with the Higher Education Research Institute (HERI) at UCLA to conduct their nationally recognized Faculty Survey and compare survey results with benchmark data from peer institutions. The Survey measured a broad range of issues impacting faculty and administrators, including diversity climate. The following findings highlight statistically significant differences by race, sexual orientation,<sup>1</sup> and gender in the Survey responses of full-time undergraduate faculty:

- 18.2% of faculty of color, 21.7% of LGBO faculty, and 15% of female faculty reported that subtle discrimination (e.g., prejudice, racism, sexism) was an extensive source of stress during the last two years, as compared to 8.1% of non-minority, 7.8% of heterosexual, and 4.9% of male faculty who felt this way.
- 47.2% of faculty of color felt to a great extent that they have to work harder than their colleagues to be perceived as legitimate scholars, compared with 20.4% of non-minority faculty.
- 23.3% of LGBO faculty and 15.7% of female faculty reported being sexually harassed at Western, compared to 6.4% of heterosexual faculty and 1.4% of male faculty.
- 33.3% of LGBO faculty found the statement that “faculty here respect each other” very descriptive, compared to almost 55% of heterosexual faculty.
- Almost 22.8% of faculty of color somewhat or strongly agreed with the statement: “There is a lot of campus racial conflict here,” compared to 2.8% of their non-minority faculty counterparts.
- Female faculty (25%) were more likely than male faculty (17.5%), and LGBO faculty (27.6%) were more likely than heterosexual faculty (18.6%), to strongly agree that racial and ethnic diversity should be more strongly reflected in the curriculum.
- At least 65% of all faculty felt that enhancing student knowledge of and appreciation for other racial and ethnic groups was very important or essential.

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<sup>1</sup> The Report uses the acronym LGBO to refer to lesbian, gay, bisexual and other faculty who do not identify as heterosexual.

- 99.2% of female faculty, and 95% of male faculty, agreed somewhat or strongly that a “racially/ethnically diverse student body enhances the educational experience of all students.”
- Faculty of color (39%) were more likely than non-minority faculty (21%) to have conducted research or writing focused on racial or ethnic minorities in the past two years. Similarly, 40% of LGBO faculty had conducted such research or writing in the past two years, compared to 23% of their heterosexual counterparts.
- Faculty of color (27.1%), LGBO faculty (23.3%), and female faculty (24.6%) were more likely than their non-minority (9.4%), heterosexual (9.2%) and male (7.2%) counterparts to somewhat or strongly disagree that “Faculty of Color are treated fairly here.”
- LGBO (16.7%) and female (17.6%) faculty were more likely than heterosexual (10.5%) and male (5.1%) faculty to either somewhat or strongly disagree that “Women faculty are treated fairly here.”
- Faculty of color (14.7%) and LGBO faculty (30%) were more likely than their non-minority (9.3%) and heterosexual (7.5%) counterparts to either somewhat or strongly disagree that “Gay and Lesbian faculty are treated fairly here.”
- 61.3% of female faculty perceived that the University treated “promot[ing] gender equity among faculty” as either a low or medium priority, and 45% of male faculty felt the same.

Additional findings, looking across all identity groups, include:

- At least 80% of all respondents either somewhat or strongly agreed that the University should hire more faculty of color. At the same time, at least 59% of all respondents in each comparison group believed that increasing the representation of people of color in the faculty and administration was a medium or low priority for Western.
- At least 70% of respondents somewhat or strongly agreed that the University should hire more women faculty. Yet at least 67% of all respondents believed that Western considered increasing the representation of women in the faculty and administration to be a medium or low priority.

HERI provided data on the survey responses from peer institutions,<sup>2</sup> against which Western could benchmark its responses. The data analyses provided overall and gender responses, but not responses by race or LGBO identity. While overall Western faculty reported a more favorable impression of the diversity climate than did their peers, some of Western's responses were less favorable than those of peers on diversity measures. Highlights of these findings include:

- Indicate the extent to which you agree or disagree: Gay & lesbian faculty are treated fairly here:

<b>Agree strongly or somewhat</b>	<b>WWU, 90%</b>	<b>Peers, 88.1%</b>
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- Indicate how well the following describes your college or university: There is respect for the expression of diverse values and beliefs:

<b>Very or somewhat descriptive</b>	<b>WWU, 92.1%</b>	<b>Peers, 91.1%</b>
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- Indicate the extent to which you agree or disagree: There is a lot of racial conflict here:

<b>Agree strongly or somewhat</b>	<b>WWU, 6.1%</b>	<b>Peers, 8.4%</b>
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- Indicate how well the following describes your college or university: This institution should hire more faculty of color:

<b>Agree strongly or somewhat</b>	<b>WWU, 83.1%</b>	<b>Peers, 65.6%</b>
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- Indicate how important you believe the following priority is at your college or university: To develop an appreciation for multiculturalism:

<b>High or highest priority</b>	<b>WWU, 52.2%</b>	<b>Peers, 50.6%</b>
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- Indicate the extent to which you agree or disagree with: Racial and ethnic diversity should be more strongly reflected in the curriculum:

<b>Agree strongly or somewhat</b>	<b>WWU, 62.6%</b>	<b>Peers, 54%</b>
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- Indicate the extent to which subtle discrimination (e.g. prejudice, racism, sexism) has been a source of stress for you during the last two years:

<b>Extensive or somewhat</b>	<b>WWU Women, 41.2%</b>	<b>Peer Women, 38.5%</b>
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- Have you been sexually harassed at this institution?

<b>Yes</b>	<b>WWU Women, 15.7%</b>	<b>Peer Women, 10.2%</b>
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<sup>2</sup> The ten institutions in Western's peer group are: California State Univ. – Fresno; California State Univ. – Fullerton; Fort Hays State Univ.; Univ. of Central Missouri; Univ. of Nebraska at Omaha; SUNY at Geneseo; Rhode Island College; Texas State Univ. – San Marcos; Weber State Univ.; Univ. of Wisconsin – Stevens Point.

### **Lesbian, Gay, Bisexual, Transgender Advocacy Council**

The purpose of the Lesbian, Gay, Bisexual, Transgender (LGBT) Advocacy Council is to ensure that LGBT people and issues matter at Western and the larger community. We provide support, advocacy and resources for the students, staff and faculty of Western Washington University.

The mission of Western Washington University's LGBT Advocacy Council is to foster a safe, supportive and inclusive educational environment by promoting awareness and understanding of LGBT issues and by advocating for the distinctive needs and concerns of LGBT students, faculty and staff.

The University LGBT Advocacy Council has the following roles:

- 1) To foster an environment that supports LGBT students in their growth and development in order to achieve academic and personal success;
- 2) To support and advocate for LGBT students, faculty, and staff as they address issues of safety/hostility and discrimination/inclusion in the university community and its broader community;
- 3) To serve as an advocate and resource for WWU students, faculty and staff, and campus organizations by supporting diversity and anti-discrimination policies;
- 4) To promote the use of current and accurate information about LGBT individuals and issues, and, in general, the use of inclusive language within both the academic and social contexts of the university community and its broader community.

### **Minority Employee Council (MEC)**

The Minority Employee Council (MEC) is an advisory board that makes recommendations to the President via the Special Assistant to the President on Diversity on all matters pertaining to diversity, or issues that affect faculty/staff of color. The Council also serves as a catalyst for social engagement and community for faculty and staff of color. All activities shall advance the educational and cultural philosophical principles of inclusiveness and advocacy, and engender mutual respect for all groups.

**WESTERN WASHINGTON UNIVERSITY  
ITEM SUBMITTED TO THE BOARD OF TRUSTEES**

**TO:** Members of the Board of Trustees  
**FROM:** President Bruce Shepard by Steve Swan, V. P. for University Relations  
**DATE:** June 7, 2012  
**SUBJECT:** **Use of Social Media at Western**  
**PURPOSE:** Discussion Item

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**Purpose of Submittal:**

Steve Swan, Vice President for University Relations, will lead an interactive presentation on the use of social media at Western.



# WESTERN WASHINGTON UNIVERSITY ITEM SUBMITTED TO THE BOARD OF TRUSTEES

**TO:** Members of the Board of Trustees  
**FROM:** President Bruce Shepard  
**DATE:** June 7, 2012  
**SUBJECT:** Approval of Amendments to Board of Trustees Rules of Operation  
**PURPOSE:** Action Item

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## **Purpose of Submittal:**

In SHB 2313, the legislature amended the higher education law to require boards of trustees and regents of the public institutions of higher education to include public comment periods at regular board meetings. The law also amends the higher education law in Chapter 28B.15. to require boards to notify the public of its consideration of increases to tuition and fees twenty-one days in advance of such consideration. The Session Law number is Chapter 228, Laws of 2012. The proposed amends accomplish what the law requires.

## **Proposed Motion:**

*MOVED*, on recommendation from the President, that the Board of Trustees amends Section 7 of its Rules of Operation to provide for a public comment period at its regular board meetings, as required by Chapter 228, Laws of 2012, in amending RCW 28B.35.110, and referencing an amendment to RCW 28B.15.067 regarding twenty-one day notification of consideration of any increases to tuition and fees.

## **Supporting Information:**

- WWU Board of Trustees Rules of Operation, Section 7: Meetings of the Board

## **Excerpt from Western Washington University Board of Trustees Rules of Operation (ROP/bylaws) -**

- **Proposed Amendments to ROP in Legislative Format (new and deleted) to implement Chapter 228, Law of 2012, Effective 06/07/2012 (SHB 2313)**
- **Pertaining to Boards of Trustees or Regents Meetings and Requiring Public Comment Periods**
- **Requiring Boards to Publicize Proposals for Tuition and Fee Increases Twenty-One Days Prior to Board Meeting Where Action Might be Taken**

## **SECTION 7**

### **MEETINGS OF THE BOARD**

- 7.1 **Regular Meetings.** Regular meetings of the Board shall be held on the first or second Thursday and Friday of every other month, unless such dates are changed by Board action at a meeting regularly scheduled or called for that purpose. A copy of such action shall be filed in the President's Office (WAC 516-04-010). (See Appendix A.)
- 7.2 **Annual Schedule of Regular Meetings.** The schedule of meetings shall be determined each year at the regular meeting of the Board prior to the end of each calendar year.
- 7.3 **Special Meetings.** The chair of the Board or a majority of its sitting members may call special meetings of the Board (RCW 42.30.080). (See Appendix A.)
- 7.4 **Quorum.** Five members of the Board constitute a quorum for the transaction of business by the Board. Provided, however, that action by the Board shall require the affirmative vote of at least four members. Provided, where only a quorum of five is present, and the student trustee has excused himself or herself from participation or voting when the matter relates to the hiring, discipline, or tenure of faculty members and personnel, action shall require the affirmative vote of at least three members.
- 7.5 **Public Meetings.** All regular and special meetings at which a quorum of the Board is present shall be open to the public, with the exception of those portions of regular or special meetings specifically declared to be "executive sessions" as allowed by law, or to be otherwise exempt from the provisions of Chapter 42.30 RCW. (See Appendix A.)
- 7.6 **Notice of Agenda.** The President, with concurrence of the Chair of the Board, prepares a written agenda for each regular and special meeting. Copies of the agenda and supporting materials for a meeting are provided to the President and members of the Board and made available to the public approximately one week in advance of the announced meeting. Except as otherwise provided by law, the Chair, President, or any Board member may add additional items to the agenda for regular meetings without notice to the members of the Board or the public. However, the topics at special

meetings are restricted to those for which advance notice has been given. Public notice of a special meeting must be made 24 hours in advance of the meeting.

- 7.7 **President as Representative of the University.** The President of the University speaks for the University at meetings of the Board.
- 7.8 **Faculty and Student Representatives.** Because of the unique and integral relationship that the faculty and students bear to the mission of the University, the President of the Associated Students and the President of the Faculty Senate are issued a standing invitation to participate in all of the Board's public meetings.
- 7.9 **Presiding Officer of the Board.** The presiding officer of the Board shall have the right to maintain order, recognize speakers, and to limit the length of time used by a speaker for the discussion of any subject at meetings of the Board; provided, however, that any restriction on debate to be imposed upon members of the Board shall be announced in advance, uniformly applied, and subject to nullification by majority vote.
- 7.10 **Order of Business.** The agenda for regular meetings of the Board should ~~generally~~ include the following:
- Consent items;
  - Public comment period;
  - Major policy matters and decision options<sup>1</sup>;
  - Special reports; and
  - Other items or announcements from Trustees, committees, the University President, Vice Presidents, Faculty Senate President, or Associated Students President.
- 7.11 **Appearance Before the Board.** The Chair of the Board may entertain and grant requests of persons to appear at meetings of and speak to the Board as the Chair may determine. In connection with public comment periods at regular meetings, the Chair of the Board:
- may require that prospective speakers sign in prior to speaking;
  - may set time limits for speakers;
  - may limit the time period for public comment; and
  - may halt comments on topics about which the Board is advised that it should not receive comment, such as pending quasi-judicial matters.
- 7.12 **Rules of Procedure.** Robert's Rules of Order, latest revised edition, govern all meetings of the Board, except where such rules of order are superseded by the By-laws of the Board or applicable statutes or regulations.

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<sup>1</sup> RCW 28B.15.067(3)(b) requires the Board of Trustees to make public its proposal for tuition and fee increases twenty-one days before the board considers adoption and allows opportunity for public comment. This twenty-one day requirement shall not apply if the legislature has not passed the omnibus appropriations act by May 15<sup>th</sup>. Ch.228, Laws of 2012.

### **3. EXECUTIVE SESSION**

Executive Session may be held to discuss personnel, real estate, and legal issues as authorized in RCW 42.30.110.