

University of Washington
Faculty Council on Teaching and Learning
May 3rd, 2018
10:30am – 12:00pm
Gerberding 142

Meeting Synopsis:

1. Call to Order
 2. Review of the Minutes from April 5th, 2018
 3. Announcements/events
 4. Subcommittee Reports
 5. Religious accommodation ASUW proposal (attachment)
 6. Equity Pedagogy Subcommittee Agenda Item (attachment)
 7. Good of the Order
 8. Adjourn
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1) Call to Order

Halverson called the meeting to order at 10:30 a.m.

2) Review of the Minutes from April 5th, 2018

The minutes from April 5th, 2018 were approved as written.

3) Announcements/events

Goldstein explained the UW Bothell campus has opened an internal search for the Executive Director position of the UW Bothell Teaching & Learning Center.

4) Subcommittee Reports

Subcommittees provided updates on progress towards their 2017-2018 academic year goals.

Goals and Principles of Learning Analytics at the University of Washington

The Subcommittee has nearly completed development of a document with information on the use of learning analytics at the UW, including information on challenges. The goal is for the document to eventually be published online. It was noted the council would receive a full update on the topic in the next meeting.

Best Practices in Online/Hybrid Teaching and Learning Environments

The Subcommittee is working on development of a PowerPoint to include information relating to teaching in online/hybrid environments. Content includes information on best practices, faculty testimonials, where to go to access related university support services, and information on effective use of online tools in online/hybrid courses.

Diversity and Equity-Informed Pedagogies & Teaching Effectiveness

The Subcommittee has been looking into methods for assessment of the diversity course requirement for UW undergraduates (the university requires all undergraduates to take a minimum of 3 credits, approved by the appropriate school or college, that focus on the sociocultural, political, and/or economic diversity of the human experience at local, regional, or global levels). Currently in the information gathering stage, the Subcommittee plans to meet with the chairs of the UW Diversity Council and the Faculty Council on Multicultural Affairs (FCMA) to become informed on related efforts and identify potential synergies.

Halverson explained written reports of subcommittee work will be requested for the May 31st FCTL meeting, as it will be the final meeting of the 2017-2018 year.

5) Religious accommodation ASUW proposal (attachment)

Halverson explained a resolution was forwarded to the FCTL by the Student Senate of the Associated Students of the University of Washington (ASUW) with the request that it be considered by the council and potentially endorsed (Exhibit 1). "A Resolution in Support of the Institutionalization of Religious Accommodations at the University of Washington" mainly emphasizes the need for "appropriate Faculty Councils to adopt a policy providing religious accommodations for examinations and other academic requirements" (Exhibit 1).

Overview

Azodi provided background on the Resolution, explaining the ASUW would like it officially codified that academic accommodations be made for students on the basis of religion. It was noted this year Ramadan falls during UW finals week, and there is widespread difficulty for students to perform academically whilst fasting and operating on reduced sleep schedules in observance.

Specific language is recommended for adoption within Administrative Policy Statements Section 40 in the UW Policy Directory as part of the Resolution (Exhibit 1). It was noted point "2." within the recommended language is meant to signify that students may not make requests for accommodation to their instructors unexpectedly near the end of a course.

Discussion

A member made note of the intersection between payroll and the need to make accommodations for students given that Ramadan lasts 29-30 days and may run longer than the academic quarter. He questioned if instructors are expected to hold exams after the academic quarter. In response, it was noted a typical accommodation might be an alternate exam held at the beginning of the day rather than in the afternoon, or that statements on religious accommodation be included in course syllabi and

shared with students at the outset of a course. It was noted the assignment/scheduling of rooms for UW final exams is another challenge to implementation of the Resolution.

A member explained it is unreasonable for instructors to have to accommodate multiple students using several separate exams, and alternative means of accommodation should be identified before implementation of an associated policy.

Point 4. of the Resolution was discussed. There was some talk of adjudicating if an instructor refuses a student's request for accommodation. It was noted the term "reasonable accommodation" needs to be better-defined.

A member noted there seems to be synergy between disability accommodation and religious accommodation. In case of student disability, UW Disability Resources for Students (DRS) facilitates student needs and accommodations in part by coordinating with that student's instructors. It was noted the UW is a public, non-religious institution. There are no offices or resources currently that clearly tie in with facilitation of religious accommodation. It was noted due to this, encouraging and/or mandating this kind of accommodation as a faculty effort via multiple pathways seems the appropriate way forward.

Conclusion

An informal poll was taken for council support of the ASUW Resolution. Ultimately, the council was found to be in support of the Resolution. Halverson noted he would contact Chris Laws (Chair, Faculty Council on Student Affairs) to facilitate a related joint-effort between that council and the FCTL.

It was noted encouraging faculty to include information relating to making religious accommodation in syllabi would be a good first step in the initiative. It was noted the UW School of Nursing sends out information annually to all faculty on the year's religious holidays, and asks faculty to consider them in planning courses. It was noted this practice might be duplicated university-wide or generally in more academic units.

6) Equity Pedagogy Subcommittee Agenda Item (attachment)

Hornby noted the Subcommittee on Diversity and Equity-Informed Pedagogies & Teaching Effectiveness has been investigating questions concerning pedagogies in use at the UW, and more specifically the UW diversity requirement for undergraduates. She explained the Subcommittee would like to hold a larger conversation with the full council to discuss some questions surrounding these topics. A handout was shown to guide discussion (Exhibit 2).

Council members were asked to break out into smaller groups and discuss predefined questions for 5-10 minutes (Exhibit 2). Questions for discussion included:

- ❖ Is diversity/equity part of your department/college/unit's values or mission/vision statement?
- ❖ How does this show up in action for you personally or across your department?

- ❖ How does this show up in your or your department's teaching and learning (the individual course/instructor and/or the curriculum) (Exhibit 2)?

Discussion

Groups were asked to report on their conversations. A member explained diversity/equity has been an important initiative in her school, which is bolstered by a position within the school for a vice dean of Diversity, Equity, and Inclusion (DEI). She explained diversity/equity has been reflected in the formal expectations for faculty within the school, and school-level resources are in place to facilitate those efforts.

Another member noted DEI appears in her college's mission statement, though she noted it often seems the burden of faculty of color in the college to take up work related to DEI. Moreover, the college does not necessarily reward this work in promotion and tenure processes.

A member noted in her department the number of students from diverse backgrounds is traditionally low. In response, the department has made a point to attempt to recruit a more diverse student body – work which has been taken up by the department's faculty via official mandate. She explained the department is aware of the issue and taking conscious steps to recruit a student body from a broader swathe of cultural/ethnic backgrounds.

A student member explained in one of his courses, the professor (after being urged by students) altered some course materials to remove culturally stereotypical names.

A member questioned how the FCTL might amplify positive work going on surrounding DEI at the UW, and provide models for other faculty struggling with these issues. It was noted the Subcommittee is alternatively very interested in what students are typically learning in courses that satisfy the UW diversity requirement. It was noted an initiative is underway to discover shared learning outcomes of six courses with that designation and develop a standard course evaluation form for courses that satisfy the diversity requirement. It was clarified this work will likely be finished during fall, 2018. A member questioned what type of data could be gathered to attempt to understand student experience/learning in these courses. A member noted creating an environment where every student feels comfortable engaging in course discussions is a related aspect. A student member explained one question could relate to if accommodations were given for cultural or religious needs (in the course).

A member explained she shows images of professionals in her field with diverse backgrounds in her courses so students understand that any person of any cultural background can become successful in the field.

Hornby thanked members for discussing the topic. She noted she would like members to contact her if other thoughts come up.

7) Good of the Order

The council will be updated on the work of the Subcommittee on Goals and Principles of Learning Analytics in the May 31 meeting.

8) Adjourn

The meeting was adjourned at noon.

Minutes by Joey Burgess, jmbg@uw.edu, council support analyst

Present: **Faculty:** Thomas Halverson (chair), David Goldstein, Mark Zachry,
Laurianne Mullinax, Ellen McGough, Amy Howells
Ex-officio reps: Meixi Ng, Maria Zontine, Navid Azodi, Amanda Hornby
Guests: Tom Lewis, Jason Johnson, Christine Sugatan

Absent: **Faculty:** Timea Tihanyi, David Masuda, Dan Turner,
Kathleen Peterson, Kimberlee Gillis-Bridges, Fred Bookstein
President's designee: LeAnne Jones Wiles
Ex-officio reps: Judith Howard

Exhibits

Exhibit 1 – asuwresolution_religiousaccomodation_fctl_050318

Exhibit 2 – fctl_equitypedagogy_agendaitem_info_spring2018



R-24-28: A Resolution in Support of the Institutionalization of Religious Accommodations at the University of Washington

WHEREAS, the First Amendment of the United States Constitution mandates, in part, that “Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof”¹; and

WHEREAS, in *Cantwell v. Connecticut* (1940), the United States Supreme Court determined that the Free Exercise Clause is incorporated to the states through the Fourteenth Amendment of the United States Constitution; and

WHEREAS, the University of Washington is an institution of the State of Washington, organized under Chapter 28B.20 of the Revised Code of Washington²; and

WHEREAS, the Free Exercise Clause of the First Amendment “reserves the right of American citizens to accept any religious belief and engage in religious rituals”³; and

WHEREAS, Title VII of the Civil Rights Act of 1964 requires employers to offer reasonable accommodations for employees’ religious practices, which includes “all aspects of religious observance and practice, as well as belief, unless an employer demonstrates that he is unable to reasonably accommodate...without undue hardship”⁴; and

WHEREAS, the State of Washington has adopted the Washington Law Against Discrimination (WLAD), which states that “The right to be free from discrimination because of...creed...is recognized and declared to be a civil right”⁵; and

WHEREAS, in *Kumar v. Gate Gourmet, Inc.* (2014), “the Supreme Court of Washington determined that the WLAD requires employers to reasonably accommodate their employee’s religious practices”⁶; and

¹ <http://www.gpo.gov/fdsys/pkg/GPO-CONAN-1992/pdf/GPO-CONAN-1992-6.pdf>

² <http://apps.leg.wa.gov/RCW/default.aspx?cite=28B.20>

³ <http://www.gpo.gov/fdsys/pkg/GPO-CONAN-1992/pdf/GPO-CONAN-1992-6.pdf>

⁴ <https://www.eeoc.gov/laws/statutes/titlevii.cfm>

⁵ <http://app.leg.wa.gov/RCW/default.aspx?cite=49.60.030>

⁶ <https://www.courts.wa.gov/opinions/pdf/880620.pdf>

WHEREAS, in *Kumar v. Gate Gourmet, Inc.* (2014), it was determined that the WLAD does not allow for employer inaction when disparate impact is experienced by an employee on the basis of their religion⁷; and

WHEREAS, the University of Washington's Board of Regents' statement on ethical principles states "The University community is diverse in...religion. As members of this community, each of us must help establish and maintain a culture of tolerance and respect"⁸; and

WHEREAS, according to the Washington State Human Rights Commission, one type of reasonable accommodation an employer can make includes "work schedule change"⁹; and

WHEREAS, students of religious faiths have the need for accommodation based on sincere religious beliefs to the same extent that employees do; and

WHEREAS, under British Columbian Human Rights Code, the right to religious accommodation extends to providers of public services and facilities, such as universities; and

WHEREAS, religious accommodations under British Columbian Human Rights Code entitles students to be absent, without penalty, and allows them to perform their work at a different time; and

WHEREAS, the University of Wisconsin allows instructors to schedule a make-up exam "after the regularly scheduled examination" on the basis of religious accommodations¹⁰; and

WHEREAS, the University of Wisconsin notifies "students and instructors of the rules for accommodation of religious beliefs, and of the procedure and appropriate office for filing complaints"¹¹; and

⁷ *Id.*

⁸ <http://www.washington.edu/admin/rules/policies/BRG/RP14.html>

⁹ https://www.hum.wa.gov/media/dynamic/files/99_Religion%20and%20non-discrimination.pdf

¹⁰ https://www.uwosh.edu/registrar/policies/copy_of_religious-affiliation-policy

¹¹ *Id.*

WHEREAS, accommodations for religious observance or beliefs should be widely acceptable and available to all students at the University of Washington; now, therefore,

BE IT RESOLVED BY THE ASSOCIATED STUDENTS OF THE UNIVERSITY OF WASHINGTON:

THAT, the University of Washington will adopt the following language under the Administrative Policy Statements Section 40 in the UW Policy Directory:

“1. The student shall be permitted to make up an examination or other academic requirement at another time or by an alternative method, without any prejudicial effect, where:

1. The student’s sincerely held religious practices severely affect his or her ability to perform on an examination or meet an academic requirement.

2. The student has notified the instructor within two weeks of the first day of the quarter (or within the first week of summer session and short courses) of the specific days or dates on which he or she will request relief from an examination or academic requirement.

2. Instructors shall offer a make-up examination or other academic requirements post the regularly scheduled examination or other academic requirement.

3. Instructors shall accept, at face value, the sincerity of students’ religious beliefs. Student notification of instructors and request for relief under Subsection One shall be kept confidential.

4. Complaints of failure to provide reasonable accommodations for a student’s sincerely held religious beliefs as required by this rule may be filed under institutional complaint and grievance procedures. Students may refer to the Administrative Policy Statement 46.3: Resolution of Complaints Against University Employees in the University of Washington Policy Directory for further action.

5. The Dean or Chancellor of each institution will provide notification through appropriate institutional publications to students and faculty the adopted guidelines for accommodations pertaining to religious beliefs, and of the procedure and appropriate office for filing complaints.”¹²
; and

¹² https://www.uwosh.edu/registrar/policies/copy_of_religious-affiliation-policy

THAT, “appropriate institutional publications” will include, but not be limited to, the inclusion of religious accommodations in all class syllabi beginning the Autumn Quarter of the 2018-2019 school year; and

THAT, the Dean or Chancellor of each institution will inform and remind faculty of the University’s stance on providing students religious accommodations in any annual communication about non-discrimination and student rights; and

THAT, the University of Washington Faculty Senate and appropriate Faculty Councils adopt a policy providing religious accommodations for examinations and other academic requirements; and

THAT, the ASUW encourages the Student Conduct Code be amended to include provisions to prevent students from abusing religious accommodations under Academic Misconduct; and

THAT, this resolution be forwarded to the UW President, Ana Mari Cauce; UW Provost and Executive Vice President, Jerry Baldasty; UW Board of Regents, Board of Deans and Chancellors, ASUW Board of Directors, UW Faculty Senate Chair, Thaisa Way; UW Faculty Senate Vice Chair, George Sandison; UW Faculty Council on Academic Standards Chair, UW Sarah Stroup; UW Faculty Council on Student Affairs Chair, Chris Laws; UW Faculty Council on Teaching and Learning Chair, Thomas Halverson; UW-Bothell Professor, Bryan White; Washington State’s 11th Legislative Senator; Bob Hasegawa, Vice President for Minority Affairs and Diversity, Rickey Hall; UW Comparative Religion Program Chair, James Wellman; Kelly Ethnic Cultural Center Interim Director, Magdalena Fonseca; Cedar Law Professional Limited Liability Company’s Education Lawyer, Shannon McMinimee; and Convergence Executive Director, Cody Nielsen.

Agenda Item – FCTL Equity Pedagogy Subcommittee

Intro and context for our Subcommittee's work and the purpose of today's discussion agenda item - 2 minutes

Small group discussion

1. Is diversity/equity part of your department/college/unit's values or mission/vision statement?

How does this show up in action for you personally or across your department?

How does this show up in your or your department's teaching and learning (the individual course/instructor and/or the curriculum)?

Large group

2. A few groups share their discussion.

3. From whom should our Subcommittee gather data when assessing impacts of Diversity courses/the Diversity requirement?

4. What teaching-and-learning-related data should this assessment gather?

5. If you have a resource person that would be useful for us to connect with on this issue, please share!