

SUMMARY OF FACULTY HANDBOOK REVISIONS & FEEDBACK—Updated May 10, 2023

<u>Section</u>	<u>Summary/Rationale</u>	<u>Proposed by</u>	<u>Comments</u>	<u>Responses to Comments</u>
JESUIT AND CATHOLIC IDENTITY				
I.A. "Faculty Role in Advancing Seattle University's Mission"	Expectation that the Faculty Handbook includes SU's mission and vision statements and how these inform the work of the University.	Provost Office and Mission Integration	<ul style="list-style-type: none"> ▪ ACA representatives and faculty concerned that this new language enhances the expectations and expands the University's "religious culture and rules." ▪ Other faculty comment that the terms "respect" for "Catholic religious, intellectual, and cultural traditions" are vague and wonder how this expectation will be enforced. ▪ Additionally, at least one faculty member asks how "critique" fits into the concept of "respect" for the Jesuit academic tradition as described in this revision. ▪ One faculty member makes clear that they do not respect all Catholic religious, intellectual, and cultural traditions, and therefore disagrees with the inclusion of "respect" for Catholic religion. ▪ Other faculty provided feedback that the language surrounding individuals "maintaining their individual faith commitment" is problematic and may imply that all who work at the University are religious. ▪ A separate faculty member asks what "acknowledgement" of Catholic religious, intellectual, and cultural traditions means, and how is it different from "respect?" They ask further what specific Catholic religious, intellectual, and cultural traditions faculty members are expected to "acknowledge." 	<ul style="list-style-type: none"> ▪ Provost's Office withdraws the proposed amendment for this revision cycle and will consult with ACA and Mission Integration on a new proposed amendment.

<u>Section</u>	<u>Summary/Rationale</u>	<u>Proposed by</u>	<u>Comments</u>	<u>Responses to Comments</u>
			<ul style="list-style-type: none"> ▪ Additional faculty members provided feedback that the language over-emphasizes the "Catholic" as opposed to the "Jesuit" nature of the new language included in this section. ▪ Another faculty member argues that this proposed revision is ambiguous in its stance on religious freedom, and possibly undermines the Jesuit commitment to interreligious dialogue and dialogue with secularism. ▪ One faculty member takes issue with the statement "Seattle University is a professional learning community committed to the values and mission of Jesuit education." This faculty member states that they are not themselves committed to Jesuit Education, but rather to the "old statement" "to educate the whole person, to enable professional formation, and to empower leaders for a just and humane world." ▪ One faculty member states that the following language is not representative of them: "Jesuit and Catholic signify the distinctive and defining character of Seattle University." ▪ One faculty member opines that the statement that the University's faculty "embrace the Ignatian Pedagogical Paradigm" is too strong and not embraced by the majority of faculty members. ▪ Additionally, a faculty member expresses the belief that the old statement relating to the University's mission "passed the test of time" 	

<u>Section</u>	<u>Summary/Rationale</u>	<u>Proposed by</u>	<u>Comments</u>	<u>Responses to Comments</u>
			<ul style="list-style-type: none"> ▪ whereas the new statement "walks away from the spirit of inclusivity." ▪ Other faculty have proposed maintain the current language, which was the result of a lengthy revision process between 2014-2015. 	

