

Academic Senate

Eastern Washington University

Minutes of October 14, 2024

Senators Present: B. Shaw, S. Finnie, B. Idsardi, B. Grinder, B. Lundgren, B. Houser, J. Klein, E. Rodriguez-Marek, L. Bilich, C. Manikoth, M. Holmgren, A. Van Wig, T. Haskins, K. Decker, M. Binney, J. Ellsworth, C. Ogden, E. Dascher, S. Milton, D. Garraway, M. Winer, J. Durfee, K. Garrison, S. Wachtel, N. Jackson, H. Hillman, L. Anidi, E. Pence, K. Lopez, P. Gerber

Officers: C. Castillo-Garsow, G. Hustrulid, S. Shaffer, K. Evans

University Officials: S. McMahan, J. Anderson, M. Voves, L. Jarnagin, J. Curtis, M. Conlin, S. Ligon, B. Richey, P. Lam

1. Call to Order. a. The meeting was called to order at 3:05 p.m. by C. Castillo-Garsow, Faculty Organization President.

2. Chair's Report and Welcome. C. Castillo-Garsow reported: a. he is very excited about the Course Redesign Branding Project which is a good step towards acknowledging the value of faculty time and expertise. It is a great precedent for ways that faculty and administration can collaborate together on new initiatives. b. they are looking at the number of senators to determine if they are following the policy correctly. The rules for determining how many faculty are counted for representation are different than the rules used to determine membership in the Faculty Organization. The FO Executive Committee will review the report for Senate and Senate can determine how to proceed. c. They have been asked to be less casual with regard to Robert's Rules of Order during Senate meetings. d. The university is moving to a performance-based budgeting model. Academic Affairs will be asking for feedback and recommendations for the performance metrics both quantitative and qualitative. If you have any suggestions you can reach out to one of the members of the Faculty Budget Committee: <https://inside.ewu.edu/budgetmodelredesignproject/steering-committee/> e. The president didn't sign off on reconstituting the Faculty Values Committee. Her concern is the committee having sole power to determine when to evaluate the administrative. They can modify the charter to require the schedule of evaluation schedule to be negotiated with administration or include the schedule currently in place to evaluate the administration one year and evaluate the deans/asst deans/asst deans the following year.

His full report can be viewed at:
<https://drive.google.com/file/d/11i5njfhEDDGsPYam3gl0t6B4c-x3elZE/view?usp=sharing>

3. Approval of Consent Agenda including Minutes of June 3, 2024. J. Ellsworth asked for a change on line 63 from E. Ellsworth to J. Ellsworth. *Hearing no objections, the minutes were approved as amended.*

4. ASEWU. J. Curtis reported: a. they are looking for students for at-large positions for committees. If you have any recommendations or know of any students who want to get involved, please let him know. The application can be found on their website along with the link to reach out to them: <https://inside.ewu.edu/asewu/asewu-committee-application/> In addition, they are hiring for two paid positions; superior court and Director of Elections. Those position deadlines will close Friday.

5. UFE. M. Conlin reported: a. Since the UFE's last report to the Faculty Organization on May 31, 2024, the United Faculty of Eastern (UFE) has: * represented 8 faculty members (2 in

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CPP, 4 in CAHSS, and 2 in CSTEM) in workload disputes; * represented 4 faculty members (1 in CAHSS, in CPP, 1 in CHSPH, and 1 in CSTEM) under investigation for alleged violations of EWU policy; * answered questions about the interpretation or implementation of the CBA and MOUs asked by 30 faculty members (8 in CAHSS, 8 in CSTEM, 10 in CPP, and 4 in CHSPH) and 2 members of Academic Affairs; * provided a support person for 3 faculty (1 in CHSPH, 1 in CSTEM, and 1 in CPP) who filed workplace complaints with HR; * worked with HR to fill out Permanent Residency forms for 1 faculty member (in CPP) and a Labor Condition Application for 1 faculty member (in CSTEM); • participated in the FO's and FC's FAP Writing Workshop on the Cheney campus on October 10, 2024 and at Catalyst in Spokane on October 9, 2024; * participated in a DEI Focus Group; * helped 1 program (1 in CPP) bring workplace concerns to their dean, HR, the Provost, and/or the FO and * been in active negotiations with management at Joint Labor-Management Committee (JLMC) working on several important matters, which we will bring to the Faculty Organization's attention when they're completed. Please note: * the UFE will unveil a new website in the near future; * the UFE and EWU will be negotiating a new Collective Bargaining Agreement (CBA) in Winter 2025 and Spring 2025, so please keep an eye out for the UFE's survey of faculty and for bargaining forums for UFE members and all EWU faculty and be sure to let the UFE know what your bargaining priorities are; • the UFE had elections in early June 2024: **Michael Conlin** (HAML) was re-elected President (2-year term); **Richard Orndorff** (Geosciences) was re-elected VP for Bargaining (2-year term); **Erin Dascher** (Geosciences) was elected VP for Membership (2-year term); **Ielleen Miller** (Library) was re-elected Treasurer (2-year term); **Frank Lynch** (Mathematics) and **Beth Torgerson** (English) were reelected as At-Large Members (1-year term); and **Haley Lake** (Addiction Studies) was elected At-Large Member for Special Faculty (1-year term). * VP for Labor-Management Relations **Kristin Edquist** (Political Science) and Secretary **Dale Garraway** (Mathematics) will be up for election in Spring 2025

6. Legislative Liaison. S. Ligon reported: a. the forecast came out last week and it looks fine. They're about \$500 million dollars down from January but that is about 1/130th of the budget so that isn't a significant number. However, there is fear going on in Olympia and a projection of a \$3-8 billion dollar hole. They were in a meeting with people at the state level talking about the budget from the house budget writers coming out of appropriations. That is a fair number which is based on contracts that have been negotiated with the Governor for a 3% and a 2% increase. It is based on concerns about the capital gains tax and the carbon tax which are the ballot issues we will be voting on. It is based on the fear that money will be tight. Housing starts are down which means sales tax revenue is down so there is a fear culture. The message coming out of both the House and Senate budget people is there's not going to be any money but whether or not that is true we'll see. Doom and gloomers are talking about claw backs or give backs although he is doubtful that will happen. In Olympia, 40% of the membership of the legislature will be brand new, the Governor will be new, the Attorney General will be new, insurance will be new so there will be a lot of new players in Olympia. That means the opportunity to educate people, but it also means the burden to educate people on issues they have been talking about for years they will need to talk to them about. In late May, he asked for a meeting with the president of the university to discuss the idea of experiential learning, applied learning, internship model, or a co-op model which he has been interested in for 4 years. The Round Table is advocating for a 70% credential attainment for Washington State high school graduates by the year 2030 and we are currently below 40%. There are real resources going into

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getting more Washingtonians graduated from college. The question is how do we bring students in and how to fund it. Gates Foundation did a big report 2 years ago which states the biggest barriers for students is funding. Washington State is doing a somewhat good job on funding. We've got the richest, most generous state financial aid, and the Washington College Grant is very good. The second issue is they want career training or career education. He read studies, talked with the Round Table leaders, looked at schools like Northeastern Drexel, and some of the other big models, and talked to some employers in New England. He wrote a paper and presented it to the president as well as some members of the legislature. When he met with the president, they talked about how they can shape the vision, and how we can get the resources we need. They did ask for money for money for experiential learning, but he didn't like the way the ask was written and because the vision needs to be clear, he would like to be involved in writing the document to request money and to shape the vision. He talked with C. Castillo-Garsow and G. Hustrulid about getting a group together that will work on experiential learning and to look for funding resources. A group was created and started work in June. The group is composed of J. Anderson, J. Boyer, M. Breen, J. Coomes, G. Gendusa, A. Lamb, S. Ligon, J. Mangiantini, L. Matos, C. Portillo, B. Richie, J. Smith, K. Teeters, E. Rodriguez-Marek, and P. Weed. They began working in June and worked very well together. He talked with C. Castillo-Garsow and G. Hustrulid how the committee can be finalized. He will bring a formal request to the next Senate meeting.

7. UBC Update. K. Evans reported the UBC hasn't met in a while however the Budget Redesign Committee has been meeting. Everyone is encouraged to visit the Budget Redesign website located at: <https://inside.ewu.edu/budgetmodelredesignproject/> where holds all information on the budget model the university is reviewing. We've been branching off into groups with Academic Affairs, thanks to Paul Lee, who's been leading on performance measures and indicators for the colleges. And it's been really a college level discussion at this point and there have been faculty who served over the summer. She stated she really appreciated the work of T. Habegger and M. Voves's team who did a really good job of listening to their ideas and concerns. Currently they are waiting for confirmation from the president's team on the final budget model. M. Voves stated there will be a forum to get more information prior to the finalization of the budget model.

8. Administrative: President. a. S. McMahan reported it is a great day to be an Eagle. It is Indigenous People's Day and the beginning of Homecoming. There are a lot of students in the mall area doing some really great activities for team bonding, painting windows, the Athletes were passing out pizza to other students, and it is just great seeing all the students. Tomorrow, members of the Northwest Accrediting body will be on campus doing a follow-up on their visit a couple of years ago. It is very important because this is our accrediting body and if we didn't keep our accreditation, we wouldn't be able to get financial aid. Thank you for the committee's work including J. Morrison, J. Anderson for setting up the committee, follow-up meetings, and hosting the representatives. She would like to introduce the new Chief of Staff, C. Portillo, and the newest BOT member D. Shirk, who is the head of the Dept. of Revenue for the State of Washington. **Provost. a.** J. Anderson reported he would like to welcome the new dean for CHSPH, D. K. Lewis-Kinnunen and the new dean of CPP, O. Ozturgut. Thank you to Dr. Reedy, K. DePaolis and others who kicked off the 50th anniversary on Saturday. The administrative officer from Spokane Regional Health District gave a keynote address. In addition, the Fall

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Preview Day was held where they invite a lot of hopefully future Eagles to campus. The students are deciding where to attend and we get to bring out the best that will encourage them to attend EWU. A lot of department chairs participated in that event. Everyone is encouraged to review EWU 601-02: Emergency Closure of Facilities. The policy allows for a change to a remote learning environment rather than a full closure of the university. The focus this year is thinking about success for the faculty, students, and staff. Thinking about DFW rates, thinking about course barriers, and courses that students have difficulty with. There are a lot of resources and availability, and he hopes to have more robust discussions around what that would look like throughout the year. D. Garraway stated in thinking about student health the post COVID version. One of the major issues that he has seen is studying skills and things they would have normally gotten in high school their skills are weak. K. Evans asked if there are 10th day numbers yet. J. Anderson stated he will send that out through D. Van Meter. Our enrollment is basically flat, being up in Graduate and down in Undergraduate. **Vice President for Business and Finance. a.** M. Voves reported most of the information she wanted to share is in the president's report. Our Suspended Operations policy, which is available in the policy website, is a significant change to how we do business. They are no longer looking to close the university entirely but moving to remote work for everyone. Essential personnel will have to report to work, i.e. the grounds crew and some of the dining staff. It is important for all to familiarize yourself with the policy language. N. Jackson asked if that means they will have face-to-face classes move online. M. Voves stated faculty should put language into their syllabi and communicate that to your students so everyone knows what will happen if we run into that situation. J. Anderson stated the classes can be synchronized, asynchronous, or faculty have the ability to cancel classes under certain circumstances, i.e. the loss of internet. M. Holmgren stated normally when they close the university it is only one day. Do they believe the university will be closed longer than one day? J. Anderson stated on academic side what can happen when they close the university, there are some courses that meet once a week and that would mean they would lose 1/10th of a quarter. M. Voves stated they are not closing the university. Essential personnel will come to campus and others will do remote work. Those that can't be remote they are working with WFSE on what they can do. They do plan to test it this year and see what works and what doesn't. **Vice President for Student Affairs. a.** L. Jarnagin reported they are working on reopening the Office of Community Engagement and a college-based roadshow composed of her and S. Armstrong-Ash, Dean of Students. This fall they plan to meet with the college deans and directors. Formally they had an Office of Community Engagement which was staff by one individual and open for a couple of years. That person moved to another role last fall so the office has been closed for a little over a year. They plan to search for a director for that office this fall with the goal of having somebody in place mid-to late spring of 2025. There are some nice synergies and crossovers between community engagement and applied learning or experiential learning. Although they are not synonymous, they do have many areas of collaboration and similarity. She has been working with the provost, S. Armstrong-Ash, and the committee to identify structure and a model for what community engagement and applied learning will look like in the future. In terms of the roadshow, they want to go to the colleges to discuss issues, i.e. students who lived through COVID and really experienced the world through a screen and some of the impacts that has had on them. They want to talk about practices that can be effective in working with those students. In addition, they want to talk about freedom of expression and how we can support that but also to recognize there are some "bumper lanes" for how to engage in your classrooms where student's can actually have conversations that are useful

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to the educational process. Some of what they see and hear when engaging with students, is the motion of them feeling unsafe. Education is about making people safe. With students being isolated for several years they may act out and we have to learn how to engage those students in an educational process. She would like to put out a personal invitation to faculty or their colleagues who would be interested in having Student Affairs come to speak to you about finding ways to work with students. **Vice President of Advancement.** a. B. Richey reported this week starts a week-long celebration for Homecoming and concludes on Sunday with a Alumni board meeting. There will be 20 Alumni board members from different states who will be on campus. On Friday night, they will hold the Red Tie Gala, and they will have about 350 people coming to that event. After 17 years, D. Meany, Director of Media, and Communications, retired this summer. They are searching for a that position and have a couple of lead candidates next week. They need to develop the Expert's Directory so over the coming month they will be reaching out to current faculty and new faculty to get information for the Expert's Directory.

9. Council Elections/Selections/Confirmations. *CPAC* – John Davies, Communication Studies; *Research & Scholarship Committee* – Kelly Evans, Libraries; Daryl Traylor, PHHA; Jiawen Wang, Education; Courtney Jensen, Public Administration; Ann Van Wig, Education; *Rules* – LaVona Reeves, English & Philosophy; Dale Garraway, Mathematics; *Honors Advisory Board* – David Syphers, Physics; Kassahun Kebede, Sociology and Criminal Justice; *Academic Committee for Innovation and Technology* - Eldonna Shaw-Davis, Business; Chris Cain, Computer Science & Electrical Eng; Teena Carnegie, English & Philosophy; Colin Manikoth, Design; *Faculty Values Committee* – Kelly Evans, Libraries; *Academic Appeals Board* – Danielle Sitzman, Psychology; and Parker Shaw, Modern Languages and Literatures; *Course Evaluation Task Force* – Frank Lynch, Mathematics. **Hearing no objections, the nominations were approved.**

10. Unfinished Business. *Traditionally, there is no unfinished business at the beginning of the academic year.*

11. Information Items. a. **IRB Update.** H. Hillman stated she would like to remind faculty that if you or any of your students are doing any type of human subjects research they will need to have IRB approval. Failure to get approval is violation of an Eastern policy <https://inside.ewu.edu/policies/knowledge-base/ewu-302-02-human-research/> The list of department representatives can be found here: https://docs.google.com/presentation/d/16n_JTITc5xW3v8MgdWdUnOOcnuq6YmGQ/edit?usp=sharing&ouid=101630062858166648088&rtpof=true&sd=true The only person who can comment on IRB is someone from the IRB committee. H. Hillman and the departmental representatives are the only people to rely on. There is a rumor going on if you do an anonymous survey you don't have to go through IRB. If you are pursuing a Grant, then you may be using the money to develop the course. If faculty go through a grant, you must secure IRB approval before doing that research.

12. New Business. a. **Provost Search Committee Candidate Statements.** G. Hustrulid stated the Provost Search Committee candidate statements will be distributed to all

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senators. Please review the candidates and be prepared to discuss and vote at the next Senate meeting.

13. Good of the Order. a. R. Watson reminded faculty about the EWU Career Week to be held from October 17 – October 25th. There will be a couple of speakers, Dr. Joshua Fredenburg, President of Circle of Change Leadership Experience, and Dr. Tierney Bates, Vice Chancellor for Student Affairs, University of South Carolina Upstate. All are encouraged to attend.

14. Meeting adjourned at 5:00 p.m. The next regular meeting is scheduled on October 30, 2023.