Academic Senate

Eastern Washington University
Minutes of November 18, 2024

Senators Present: B. Shaw, S. Finnie, M. Garcia, B. Idsardi, B. Grinder, B. Lundgren, B. Houser, J. Klein, G. Sinekopova, E. Rodriguez-Marek, L. Bilich, C. Manikoth, M. Holmgren, A. Van Wig, T. Haskins, K. Decker, M. Binney, J. Ellsworth, C. Ogden, E. Dascher, L. Cebula, S. Milton, D. Garraway, J. Durfee, K. Garrison, M. Sharifi, N. Jackson, H. Hillman, L. Anidi, E. Pence, K. Lopez, T. Hechtman, P. Gerber
Officers: C. Castillo-Garsow, G. Hustrulid, S. Shaffer, K. Evans
University Officials: J. Anderson, M. Voves, J. Curtis, S. Ligon, K. Davis. M. Conlin

1. Call to Order. a. The meeting was called to order at 3:09 p.m. by C. Castillo-Garsow, Faculty Organization President.

2. Chair's Report and Welcome. ***C. Castillo-Garsow's full report can be viewed at:*** https://drive.google.com/file/d/18_r_FfYTFYEUtOqbDkCOTkrvZ299g_ek/view?usp=sharing

N. Jackson stated there are many students who are in their first quarter that are applying to their majors. They aren't ready for that, but the university is urging them to do so. Suddenly he is advising students on all thing's general education while a year ago he was predominantly advising students about their major. Are all faculty responsible for general education advising because of the encouragement of the university for students to declare their major's way sooner than they are ready? It will be a full 2 years before the students are taking classes in their major. D. Garraway stated he created an alternate to MATH 107 course, Geometry and Art for students who have a real Algebra anxiety. It is barely getting 10 students, is offered once a year and is offered in winter this year. It is mainly designed for the Art and Design schools but also for other students who want to take it. K. Decker stated he noticed our participation in Complete College America. Isn't that something that the Faculty Senate should be consulted upon before we start anything? This has deep and broad ramifications for curriculum. J. Anderson stated this was presented to the Student Success and Retention Committee last year in terms of the opportunity to partner with Complete College America. Complete College America is interested in helping us with our priorities for student success and he doesn't anticipate there being a deep curricular component to it. An idea they have pitched to us is to review all university policies to look at it through an equity lens and student success. B. Grinder stated he is a little confused about advising. Isn't that a working condition and where does the union come into play? The contract says that only tenure track or tenured faculty can advise but he is the only tenured faculty left in Finance, so he has to advise all 90 of the Finance majors which is unsustainable. Is there anything in the bargaining agreement that will change that? The way this has been implemented has been a little short sighted and isn't really in the students' or faculty members best interests. J. Anderson asked for clarification. B. Grinder stated they used to have a College of Business, which doesn't exist any longer, and they didn't advise the way they are supposed to now. He has students come in to ask him questions he has no answers for, so he has to send them to a program coordinator. They always advise students about career opportunities but now they have students come in to ask them to fill in their entire schedules for the next quarter which is a waste of the faculty member's time. He is worried that students are not getting good advice because the faculty member doesn't always know everything. They had a good advising system in place years ago and it has been torn apart and that is something they may never recover from. M. Conlin stated in the CBA under 7.8.6 (b) (i) it states that, "Academic advising of students is considered a part of each faculty member's normal teaching load. Faculty members with

advising responsibilities greater than those associated with a normal teaching load may be assigned additional workload credit for advising as determined by agreement between the faculty member, department chair and dean." G. Sinekopova asked when they will begin tandem advising. J. Anderson stated they are in the process of implementation. There will be individuals who will be meeting with departments and colleges, making sure that we meet the needs of the students and faculty members. He stated it will take some time for full implementation. B. Grinder stated they used to have 2 fulltime advisors, and between them they had approximately 40 years of experience. They knew their program inside and out and they knew better than faculty. The only time they had to approach the faculty was if a transfer course came in and they needed some help or if there was some special thing that they needed, and it was beyond their help. They had one here and one at the Riverpoint campus and they handled students efficiently. They were here all the time, and they did a nice job, but they left in frustration. Now they have this rotating thing that is going on, and they don't know the programs very well. The previous system was consistent, and the current system is terribly inconsistent. C. Castillo-Garsow stated he would appreciate if the senators would send him an email with their experiences with students with regard to advising and he will incorporate it into a larger narrative that addresses models that work across the university. M. Garcia stated in their program when a student needs advising, they could just walk in and get face-to-face advising. Recently they had a student who tried to get a meeting with an advisor but were told they couldn't get an appointment for 1 or 2 weeks. He is talking about a Latinx student who have come to Cheney, and it is kind of a foreign place. They want to meet with someone who can ease their concerns. Obviously, they couldn't get that and certainly this leads to the struggle to retain students. If we continue to have a centralized system that we have where students have to get in line, they have to make appointments, and the appointments don't come in until a week or two later, we're going to continue to lose students. They don't have that program coordinator because of this turnover that they're talking about, and it is just a mess. J. Durfee stated they will allow the department to determine how they will advise but if they allow all the different programs to determine a different way it will be chaotic. H. Hillman stated she is confused about tandem advising. Would that mean that she would be the advisor and then CAAR would also advise? She has been informed that once a student declares their major in Psychology, she would be the official advisor rather than CAAR. J. Anderson stated that isn't how he imagines the model. The professional advisors in CAAR are eager to help. If you know someone who needs help right away, then you can just reach out to them (CAAR) and they will meet with the students. H. Hillman stated she is doing 4+ hours each week to advise and according to their contract she is supposed to only do 10% of advising. J. Anderson stated that is a union thing, but he will reemphasize if they can help you with advising, write them directly and cc the student and they will reach out. M. Conlin stated the CBA doesn't specify what exceptional overload is, but they had several departments that have concerns similar to those in Psychology. They have already had one bargaining forum and will hold several more for bargaining concerns in late winter or early spring. They do plan to send out a survey to faculty to allow them to prioritize their concerns. C. Castillo-Garsow stated if you have other concerns, please contact him via email and he will forward those to M. Conlin.

3. Approval of Consent Agenda including Minutes of October 28, 2024. ***Hearing no objections, the minutes were approved.***

4. ASEWU. J. Curtis reported: a. they are hiring for both a Senator for the College of Health Science and Public Health and a Senator for Undeclared Students. Any student that is undeclared or any student that is declared within the college is eligible to apply. Applications are open now and they will close November 20th at midnight. They are available on their website at: https://inside.ewu.edu/asewu/asewu-committee-application-2/ They held a Student Engagement Hub and they saw over 500 total visitors to the event, and 245 people added or updated their vote registration. The county auditor's office didn't delineate between the two. They had 20 student volunteers excluding ASEWU officers, and they had 30 volunteers. The Election's office reported an estimated number of 518 ballots collected from Eastern. There are two events coming up this week. They have a partnership with Center of Academic Advising and Retention called the Adviseathon in the PUB NCR on November 20th from 10:00 a.m. – 2:00 p.m. They will be holding walk-in advising appointments on a 1st come, first serve basis. They will have CAAR staff available to set up meetings with students at a later date. This is a pilot event so they are testing the water and seeing how it works. If it goes well, they will increase the days they will do that in the future. He is the point person for that event so if you have any questions you can reach out to him at: jcurtis14@ewu.edu or asewusenator2@ewu.edu They are doing winter tire safety checks in Roos Field parking lot 9 on November 20th from 10:00 – 2:00 p.m. EWU Police will be checking tire pressure, fluids, etc. before students head home for the holidays. They will be providing light refreshments like cookies and hot cocoa. The point person for that event is T. Hall, Senate Chair for Student Support Services. She can be reached at: asewustuservice@ewu.edu

5. UFE. M. Conlin reported: a. they met with management at the Joint Labor Management meeting last Wednesday and they discussed multiple important issues, but they have sadly not had a chance to resolve those issues. He is confident and optimistic that they will have good news to report soon by the end of the term.

6. Legislative Liaison. a. S. Ligon stated all the news is money related. We've been talking a lot about revenue and budget this year and the bad news is things are flat. They have been warned there won't be any new money. The Governor issued a statement last week about a potential $10-12 billion dollar shortfall for the next four years or 2 biennia. While that number is large, it is also in line with what we've been hearing. In October, he had reported a potential $3-8 billion dollar shortfall for this upcoming biennium. The Governor has warned about potential cuts so the agencies have been notified that they should plan on cuts. The universities have not gotten a similar directive from OFM, but they've been asked to consider it. On Wednesday, November 20th they will get the last revenue forecast of the year that will shape the Governor's report. When he reports in December, he will be able to give exact numbers on what is going on plus we'll be able to look at the Governor's actual budget and proposed allocation for EWU. They keep hearing out of Olympia that it is a bad budget year, so the question is why because we are a rich state however, the population growth is slowing right now, and housing starts have slowed. When housing starts slow revenue goes down because of our taxation system which is for the general fund so heavily dependent on sales tax. So, because there's less construction in the state, there's less sales, which means the tax revenues are down. The other piece of the puzzle is negotiated contracts that the Governor had negotiated with labor and those cost money. We'll see what happens this week once they get the forecast. The tax referendums the repeal of capital gains and the repeal of the carbon tax both failed and were voted to maintain

them which will help with the budget. One thing he would like to have some feedback about is regarding a bill they are looking at that deals with the Public Records Law. They have seen some public records requests that feel inappropriate and feel incredibly time consuming for all players involved. It is a very difficult law to tweak but they think we have a way that they might be able to tweak it for Higher Ed. Faculty narrowly for things like unpublished lecture notes, unpublished manuscripts, letters of recommendation, letters evaluating candidates for tenure or promotion, evaluations of teaching, etc. They've gotten some interest from players that normally resist it which is really newspaper editors.

7. Administrative: a. Provost. J. Anderson stated he appreciates the conversation around advising. When there's a consensus that something needs to be change or improve, we can always find a way through it to make it beneficial for everybody with an eye towards the success of our students. He is looking forward to additional input and if you have any questions that expand beyond some of the conversations you're having, along with the input you provide to C. Castillo-Garsow, he is happy to engage with anyone. They are very eager to ensure that we provide thorough, solid advising for our students and want to make that work for our advisors and faculty. We had a bit of snow on Saturday, and they are anticipating a couple of inches on Wednesday night. His office will be sending out an email around the inclement weather pertaining to the updated Suspended Operations Policy. He would like to clarify that having an online environment doesn't necessarily mean it has to be synchronous but could be asynchronous Canvas assignments. M. Voves stated they are moving from a concept of regular closure due to weather but moving to online operations, not just in classes, but in offices as well. It is a very different kind of approach to how we're going to address our response to weather related or any kind of related issue. They do start the process about 4:00 a.m. The Chief of Police and herself reach out to the state patrol, reach out to the other campuses, then they make the decision. They try to have that decision out no later than 6:30 a.m. for the alert. Just a reminder, should the university close due to inclement weather as conditions and we move to a remote learning environment. It will be important to communicate with students through Canvas, syllabi, and other direct forms of communication. Just a reminder the graduation application deadline is December 6th. It is also a great opportunity to connect out to students, either before the start of class, or by Canvas announcement, or engage through advising. The more ways to notify students the better. **b. Vice President for Business & Finance.** M. Voves stated they did receive a directive from OFM about a potential cut. They met as a Council of Presidents and decided to keep the response generic regarding all the great things they are doing, the cuts they had to take in the past, and that we aren't looking for cuts right now. They all wrote similar letters and submitted them to OFM. They believe that will ride until the session starts in January and then they will probably start to see further direction on what they will need to do. **c. Sr. Director for Diversity, Equity, and Inclusion.** K. Davis stated she would like to thank everyone for their help with getting their students to do their required trainings. They are trying to get students to complete all their trainings, with a focus on Title IX, Hazing, Sexual Harassment, and DEI by December 13th although they technically have until the end of December. They are looking for a one-stop shop where they can get all the training they will need. She was asked to create a flyer that could be sent out to students regarding the training: https://drive.google.com/file/d/1ARWszuOSPrhleQ3UaUr4Cr8tKvVEXoi5/view?usp=sharing
On November8th they pulled together an impromptu session for faculty to talk about difficult conversations in the classroom in light of the racist events that took place the previous week.

Students are having a lot of feelings right now. They didn't get as many faculty as they thought would be there, but they are sure it was because it was short notice and there was a chair's and director's meeting taking place at the same time. They will be working with the Faculty Commons to bring that back a second time very soon. She has been getting a lot of calls from faculty about students who have lots of questions about their undocumented status so considering the change in administration, there's going to be a lot of concern for students, faculty, and staff. They're working with Student Affairs to reinvigorate the Undocumented Student Support Committee. If you have any students who have questions, you can direct them directly to her and she will help all she can. She has a person in her office that is validating the resources and trying to help the students. They can't make any promises, but they will do all they can to help. M. Garcia stated the university needs to step forward to provide some meaningful advice that can help students rather than send them to someone in the community. That would definitely help with retention. K. Davis stated she will bring that forward. S. Shaffer asked if there is a list of resources she can give to students. She stated ASEWU is doing things to support students, but she doesn't know what to tell them. K. Davis stated she will send a copy of those resources to D. Van Meter and she can forward those to the senators and all faculty.

8. Unfinished Business. a. SSRC Membership. C. Castillo-Garsow stated they would like to suspend the committee membership for one year because there are positions that no longer are at EWU, i.e. HIS Committee Representative, etc. and they would like to experiment with some other people that would be better. They will bring forward a new roster next year. **Motion passes with one against.**

9. Information Items. a. Provost Search Committee Candidates. C. Castillo-Garsow stated the members of the Provost Search Committee voted in are: M. Novella; L. Cleveland, J. Rosenzweig, E. Rodriguez-Marek.

10. New Business. a. Removal of Library Affairs Committee. K. Evans stated the LAC has been on pause for a long time. The reason they want to remove it is it hasn't been effective. There isn't a college any longer, and in the past, they had more money to buy journals, etc. and they don't have that any longer. The new dean would probably want to look at something that would be more effective. ***N. Jackson stated since this is the consensus of the Library staff he would like to make a motion to make this Unfinished Business. K. Decker seconded. Motion carried with 2 against.*** **N. Jackson moved to remove the committee. K. Decker seconded. Motion carried.**

11. Regular Session Ended at 4:10 p.m. Executive Session called at 4:20 p.m.

12. Executive Session Ended at 5:03 p.m. Regular Session Convened at 5:04 p.m.

13. Good of the Order. None.

14. Meeting adjourned at 5:05 p.m. The next regular meeting is scheduled on December 9, 2024.