Academic Senate

Eastern Washington University
Minutes of December 9, 2024

Senators Present: B. Shaw, S. Finnie, B. Idsardi, B. Grinder, B. Lundgren, B. Houser, J. Klein, G. Sinekopova, E. Rodriguez-Marek, 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, M. Winer, J. Durfee, K. Garrison, S. Wachtel, M. Sharifi, N. Jackson, H. Hillman, L. Anidi, E. Pence, K. Lopez, P. Gerber
Officers: C. Castillo-Garsow, G. Hustrulid, S. Shaffer, K. Evans
University Officials: J. Anderson, L. Jarnagin, K. Davis, S. Ligon, M. Conlin, B. Richey, D. Syphers, L. Potter, K. Kisinger

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's full report can be viewed at:*** https://drive.google.com/file/d/19qSvKhCxBC0VoTyMM2xAZq1_624yxeiL/view?usp=sharing
He Stated they will be discussing the PRD recommendations from UAC and GAC. He separated them out into programs so they can see where the programs are rather than having to flip pages.

3. Approval of Consent Agenda including Minutes of November 18, 2024. ***Hearing no objections, the minutes were approved.***

4. ASEWU. J. Curtis sent the following report: a. Advise-Athon Event" Partnership between CAAR and ASEWU (11/20) - This was a pilot event that we ultimately felt really successful about. We were able to provide various support services (advising, registration, and scheduling) to 88 students, based on our tracking. - We will be looking for more innovative ways to collaborate in the future and make advising more accessible to more students! - Point Person: Johnny Curtis ASEWUAcadAff@ewu.edu **- "Winter Car Safety Checks" Partnership between EWU Police and ASEWU(11/20)** - EWU police checked tire pressure, fluids, etc. of roughly 20-30 students that stopped in. Perfect way for those heading back home for the holidays to get the maintenance needed before a long drive. - Cookies and Hot Chocolate were provided- perfect way to ring in the first snow of the year! - Point Person: Talina Hall ASEWUStuService@ewu.edu **- Toys for Tots Drive -** Accepting donations of toys outside PUB 207 (ASEWU Office) until December 12th. - ASEWU looking for more ways to get involved/volunteer this holiday season with Toys for Tots or another organization in need of volunteer support - Point Person: Kira Urbina ASEWUDiversity@ewu.edu

5. UFE. M. Conlin reported: a. Since the UFE's last report to the Faculty Organization on October 24, 2024, the United Faculty of Eastern (UFE) has: • represented 4 faculty members (2 in CPP and 2 in CSTEM) in workload disputes; • represented 5 faculty members (2 in CAHSS, 2 in CPP, and 1 in CSTEM) under investigation for alleged violations of EWU policy and/or Constructive Action Meetings, etc.; • answered questions about the interpretation or implementation of the CBA and MOUs asked by 10 faculty members (2 in CAHSS, 6 in CSTEM, and 2 in CPP); • provided a support person for 1 faculty (1 in CSTEM) who filed workplace complaints with HR; • helped 10 faculty (2 in CAHSS, 3 in CSTEM, 4 in CHSPH,

and 1 in CPP) bring workplace concerns to their dean, HR, the Provost, and/or the FO; • held a Fall UFE Members meeting on October 25, 2024 with 32 people attending; • held a UFE Members Bargaining Forum on November 4, 2024 with 13 people attending; • hosted a UFE/PSE/WFSE Happy Hour on October 25, 2024 in Cheney; • hosted a UFE members and interested faculty Happy Hour on November 15, 2024 in Spokane; and • been in active negotiations with management at Joint Labor-Management Committee (JLMC) working on several important matters concerning: faculty compensation, faculty working conditions, and faculty professional development funds which we will bring to the FO's attention when they're completed. Please note: • the UFE has unveiled a new website https://ufeonline.org/; • the UFE and EWU will be negotiating a new Collective Bargaining Agreement (CBA) in Winter 2025 and Spring 2025, so the UFE Bargaining Team will hold a series of bargaining forums for UFE members and UFE bargaining unit members and conduct a survey of UFE bargaining forums to determine the EWU faculty's bargaining priorities; • the UFE's Bargaining Team includes: Rik Orndorff (Vice President for Bargaining) Michael Conlin; Kristin Edquist; Jim Headley; Shelby Hopkins (WEA Field Representative); Hayley Lake (Special Faculty Representative); Gary McNeil (WEA Field Representative Emeritus); Lauren Stachowiak

6. Legislative Liaison. a. S. Ligon reported: * The November Revenue Forecast predicts **a decrease from June's forecast of $88.8 million in the 2023-25 biennium, and $180.7 million in the 2025-27 biennium**. **More troubling is the comparison to February's forecast, which the current budget was based upon, showing a decrease of $500 million in the 2023-25 biennium, and $270 million for the 2025-2027 biennium.** Also from the forecast: **WA revenue collections growth continues to be slow — FY24 sales tax revenues were down year over year for only the 3rd time in the last 15 years.** And while these declines are troubling, it's important to remember that **the forecasted total revenue for the 2023-25 biennium is $66.390 billion, an increase of 2.6% over 2021-23 biennial revenue. Forecasted total revenue for the 2025-27 biennium is $71.431 billion, an increase of 7.6% over the current biennium.** In response to revenue woes, the governor has declared a spending freeze for government agencies due to "a significant operating deficit." The freeze pertains to: "(1) hiring not related to public safety or other non-discretionary activities, (2) execution of non-essential services contracts, (3) discretionary purchasing of goods and equipment, and (4) travel." Finally, as reported at our last meeting, on November 8, **the Office of Financial Management projected an operating budget deficit of between 10 and $12 billion dollars for the current and next biennia. * 2. Where are we going, and how will it all shake out?** State revenue is declining, which means new funding will be unlikely in the 2025 session. The decline does not come as a surprise, and while it's certainly not good news, we need to wait for the Governor's budget later this month to know where we stand going into the session. March's revenue forecast will be another, later significant report shaping the House and Senate budgets. So we're likely in for a bumpy ride, but probably not nearly as bumpy as during the pandemic or the 2009 recession. I think a good outcome for us this session would be no cuts. Fingers crossed.

7. UBC Report. K. Evans reported she attached a draft example of the new budget model from November. The deans and chairs met with Paul Week to discuss performance measures within the colleges. If you have any specific questions to your college, you can reach out to your dean. Please review the document and if you have any questions, you can reach out to the provost. N. Jackson stated as he was reading

 the distribution makes sense among the different pools, but he wonders if they

could go into more depth on the term, "Scorecard." J. Anderson stated the scorecard has not been defined yet but if you have any ideas, you can send them to K. Evans because she is the liaison of the committee.

8. Administrative: a. Provost. J. Anderson reported as we approach the end of the year, he would like to thank everyone for their hard work that they put into submitting their programs into the CPAC portal by last Friday. There was a lot of work that went into getting the 200+ program revisions done. As you plan for the next term, it is incredibly useful to put some sort of low stakes graded assignment in within the first 3 weeks, i.e. discussion post, low stakes quiz, or another assignment. IT would be of tremendous benefit, as they pull information about who is responding or not getting any sort of assignment submitted within those first 3 weeks. That way they can reach out to them to ask them how they are doing and if you can help as well as submit those through the Early Alert System https://inside.ewu.edu/advising/early-warning-system/ or the iCare form https://inside.ewu.edu/sass/care_support_services/ If you need training on either the Early Warning System or the iCare form, you can reach out to SASS at sass@ewu.edu N. Jackson stated the only way a CAAR staff member gets information about students who are in of need help is if professors tell the student to go to Advising. Professors are being told they are the only advisors for students when in the past they wouldn't normally see a student in their program until the end of their sophomore year or the beginning of their junior year. He acknowledged M. Hill who was named one of eight Women of the Year from the Spokesman Review which is well deserved accomplishment. N. Jackson asked why President McMahan is not in attendance at the meeting today. J. Anderson stated she is traveling to an EAB Workshop. N. Jackson stated she has missed two meetings in a row. They have questions, particularly around the concept of Polytechnic, and she isn't here to answer those. K. Evans stated she has been hearing from a lot of students they are being told if they don't declare a major in their first time here, they will lose their Financial Aid. According to the policy they need to declare by the time they get 60 credits which was confirmed by Provost Anderson. They are getting bad information and being pressed to declare a major is bad for our students. J. Anderson stated to his knowledge they've had a lot of stability in advising although fairly recently there has been a period of turnover and that doesn't help the situation. To the idea of freshmen being told they must declare a major or lose their Financial Aid would not be accurate. He stated he will ask around to find out where that message is coming from so he can make sure it doesn't happen any longer. H. Hillman stated she has students who are being pressed to declare or they will not be able to have an advisor or get their Financial Aid. They had to declare coming in rather than after they are here. J. Anderson stated that is an option but is not required for students admitted into Eastern. H. Hillman stated with regard to split advising or the tandem model, when individuals declare they transition to their faculty advisors but when they're in full tandem advising they will have two advisors, the faculty advisor as well as CAAR to help guide them. Though they have been told they have to declare to get an advisor. J. Anderson stated having a student declare in order to get an advisor does surprise him and he will investigate that. N. Jackson asked when it will

show up that the student has two advisors because currently, he is listed as the only advisor for a new freshman. He has been told they know nothing about CAAR and thing the professor is their only advisor which needs to be fixed. Currently when they open the degree audit for those freshmen with under 45 credits, to have them declare, they have to actually lift a hold for them to register for the next quarter. They have never had to do that before. C Castillo-Garsow asked if the provost could clarify about regarding the assignment they should give within the first three week. His understanding is that is because we now have the capability to pull scores directly from Canvas and can issue alerts without instructor intervention. J. Anderson stated the university can see when students are not engaging through the Canvas course. So, if the professor gives a low stakes, graded assignment, i.e. short quiz that has a grade and it is a "0" it shows there is a lack of engagement from the students so they can reach out and ask them what is happening. G. Hustrulid stated the moment the students declare she has been plugging in the BACR's that they suggest assisting the students as best they can. D. Lindekugel stated he wants students to come to them if they are getting frustrated. He does give exams in the first 3 weeks. J. Anderson asked if he uses the First Alert System. D. Lindekugel stated he hasn't. J. Anderson stated there are a lot of faculty who use that system but if they do not use Canvas they can reach out to the students. B. Houser stated he doesn't use Canvas either but when he gives back tests, he does talk to them about what their grade would be and what they need to do to pass the class. He doesn't use Canvas so anything that isn't automated wouldn't come to him. J. Ellsworth stated when she has used the Early Warning System it sends back something along the lines of this has been taken care of or it has gone into the system and taken care of. J. Anderson stated he isn't sure what the final thing is but he will investigate making sure it is robust. J. Durfee stated he mentioned how they came to the department to talk about what will work. That is part of the conversation and the Matrix they will use. If you haven't had the training yet it is coming. N. Jackson asked why we have to talk about split advising or tandem advising. The way it was done before they would have advised, and then would go to the department in their major to do more advising. This must be fixed, and it shouldn't take long. K. Evans – if the path is they must decide from day one students will end up leaving because they are being treated as they are at a trade school. **b. Sr. Director for Diversity, Equity, and Inclusion.** K. Davis stated she would like to thank the faculty who helped them get the word out about the required training. Since they sent out personal reminders to all students and they have received 636 completions since about mid-November which is a good turnout. The biggest question they have received is why they have to do DEI training. She lets them know it is DEI, Hazing, Title IX, and Alcohol and Drug training which is required. Students will have until December 31st, but the product will make sure they are done in a shorter time. The repercussions are they will continue to remind them they have to have this done at least once during their 2 or 4-year program. Please remind them it is a huge incentive to get the trainings done by the end of the year. H. Hillman asked where the data goes. She teaches a research class, and the students were commenting on the almost traumatic questions in the training. K. Davis stated it is going into neverland, and they are not being asking

personal questions but rather what you would do if something happened. They are asking reflection questions, but nothing would happen if they left it blank. She will check to see if there are any disclaimers on that training and that the information is for self-reflection only. **c. Vice President for Student Affairs.** L. Jarnagin stated there was a reference from the provost regarding the iCare form and who is familiar with the form. When the form is filled out by a faculty member, a staff member, or another student, it goes into a public access system however that doesn't mean the data is public, but it is publicly accessible. They also have a behind the scenes process that happens that is a collaboration among Student Affairs, Academic Affairs, and sometimes the University Police if it is relevant. She recently became aware that the response message that you get when you have filled out the iCare form is similar, i.e. Thank you for filing your concern. We will handle the situation from here whatever it might be. For some faculty it is great because they feel like somebody else is taking the lead and they don't need to be concerned about it any longer. However, what she has been hearing as she has been going around the different department leaderships in the colleges, is faculty would like something more because it feels like it is going into the neverland. They are working on revising that and making it a system where faculty will receive more information should they wish to. When something is submitted through iCare, sometimes it is highly sensitive in nature and they're following up with the student and there are many details would not be appropriate for them to share. She doesn't believe they want the sensitive information but rather information whether it is actually being dealt with. In the Housing area every fall, and certainly at the end of winter, they track students who have not registered for the next term and are no longer able to stay in student housing. They want to make sure they do not get a large bill they can't pay. They are trying something new this year. The NCR in the PUB is set up from 9-5 for the finals zone. They are trying to find a space where students can focus and get ready for the finals or finish their final projects because some don't have that area available to them. How to be healthy for finals. **d. Vice President for Advancement.** B. Richey stated the Foundation Board was here last week and they have a full complement of deans representing their programs. As they close out the year they will be open until December 31st at 5:00 p.m. if anyone would like to make any last minute donations to the EWU Foundation. They raised $37,000 from Giving Tuesday. The goal for Giving Joy Day in April $500,000 for the student emergency fund. They had their annual Foundation Annual Report Audit which was clean with no violations.

9. Council Elections/Selections/Confirmations. ***Student Success and Retention Committee – D. Svoboda, Social; and Academic Appeals Board – B. Buchanan, Geosciences.*** **Hearing no objections, these are approved.**

10. Unfinished Business. a. Applied Learning Workgroup Revised. S. Ligon stated he changed the charter to represent the suggestions from the last Senate meeting to add more faculty representation. **Hearing no objections, the Applied Learning Workgroup revised charter has been approved.**

11. Information Items. a. Physics Programs in PRD. D. Syphers and B. Houser are here to report. D. Syphers stated 4 years ago the former president suggested to cut the Physics Department, but it ended up not being cut. He asked what has changed. Since 2021 they have reduced staffing in Physics, so they have some savings in that. Their major numbers are the same as they were back then and their overall enrollment in Eastern has declined. We are in the 70th in percentile for majors compared to other Baccalaureate granting institutions in the United States. Now that we are transitioning to a Polytechnic institution potentially suggests that cutting a hard science such as Physics is not a wise move. This isn't about saving money because the proposed discontinuance wouldn't save any money. They got numbers from the university and the SRA stated they wouldn't save any money. They do generate money, and it would cost the university money to cut the program. The dean couldn't answer the question of what they would gain to cut Physics. The programs being considered for the SRA and PRD process was because they couldn't reach an agreement with their dean. They haven't received a clear rational and they are seeking that. He has been told by the dean that the program is not viable but they aren't sure what that means. The Program Review Committee disagreed with that and wrote the program appears to be viable in supporting students to reach their career goals. As EWU transitions to a Polytechnic University it is hard to envision the elimination of programs in the hard sciences as anything other than weakening of the overall mission and vision of the rebranding. The PRC recommends retaining both of their bachelor's degrees and minor. They also have a BAE in Education but all the Science but that is currently undergoing revision and they're replacing it with a different model so Physics would participate in that if they're allowed to. The proposed initial recommendation was eliminating both degrees and the minors and all classes beyond the first year. The provost did say in his report that, "the content remains important to be offered. Consider integrating the content into other degree offerings." He does appreciate that sentiment, and he would hope to continue to offer this. He would like to ask his fellow senators if they will be adding quantum mechanics, electrodynamics, and relativity to their majors. The impact of discontinuance would make them really struggle to attract quality, new faculty. Their job description at this point would be the same as a community college because they would be teaching nothing but Introductory Physics. It would likely lead to a loss of faculty, and in fact, they just lost a tenured faculty member because he didn't feel appreciated. They like their major and they do serve the larger programs on campus. They have 5 full-time faculty and 4 are needed to teach introductory courses. Lecturers are not stable staff for teaching Physics. Since he started, they have gone through a revolving door of lecturers and if you're going to be a lecturer here, it's like teaching in a community college except without tenure which isn't attractive. They have lost lecturers because they could go teach at a community college instead. If they lose all their tenure track faculty, they aren't sure who would be left to evaluate and hire lecturers for teaching their service courses. The major is required to attract and retain faculty. He is here because Eastern has a Physics major. If EWU didn't have a Physics Major, he wouldn't be here. They have already lost another 21 faculty members because of this. Physics Majors are also crucial as tutors. There are also some legislative priorities.

The most recently build building on campus is an Interdisciplinary Science Center and they are currently in the process of remodeling the Science Building with Phase 1 finished and Phase 2 in the works. That is a lot of money that the legislature has put into Science at Eastern and Physics is a key occupant of those spaces. With the Science Building remodel, the side that Physics in in has a number of custom designed research labs for Physics faculty and those spaces are not useful to Chemists or Biologists because they are designed to do Physics research. The building has just been finished and now they're going to get rid of the Physics major and their tenured faculty. The Physics degrees generate revenue for Eastern and it doesn't make financial sense to cut them. B. Houser stated he would like to emphasize that EWU is at 70th percentile for peer institutions in terms of the number of majors and what that means is a lot of our peer institutions have small programs. The point of the Physics degree is not to staff the local environment or local community with a bunch of Physics bachelors, it's to attract and maintain high-quality faculty dedicated to the institution and the programs so that the service courses, which must continue even if the program leaves, have dedicated faculty members in those classes. If this goes, it they're degrading the qualifications to be a faculty member at Eastern. B. Grinder stated he has a daughter who was a Physics major at EWU. His daughter is now a Nuclear Physicist who works for the National Laboratories, and she came from Eastern. He has long talks about why there are no more Physics majors. All they say is they should cut this and don't give any reasons. What he doesn't understand is how the administration from deans to provost, they put you in this situation. He has had long talks with his daughter about this and he would like to know why there are not more Physics majors at Eastern. That seems to be a question that the administration should be asking. To not having a Physics major at EWU, we need to have them address why. They have been trying to cut this program and he doesn't understand why. D. Lindekugel stated his problem is Physics is the quality of teaching. Engineers need Physics but if they are not being taught by professors that understand the nuances of the program, i.e. Quantum computing, etc. If all they have are lecturers, then who will they go to if they don't have those people on campus. To him it doesn't make sense. Maybe the number of majors is small but that is true around the world. He doesn't understand the reasoning around this at all. It supports many programs and is highly needed. Getting rid of quality teachers and replace them by non-quality teachers that rotate through.

b. Education Programs in PRD. L. Potter and S. Shaffer stated they want to talk about the programs that are up for discontinuance. It is important to note that the school of Education is for teachers. The only issue they have is the timeline for the changes that they have proposed from the recommendations they received. To do the work, it takes time and personnel. The School of Education did submit a recommendation to the provost about changes they are in the process of making. K. Kisinger stated they are down many lines in Education. He serves in 24 credits as the Director. The other faculty member works for 16 credits in the School of Psychology. Programs are up for revision, and they talked about limiting entry dates. They are committed to making the opportunities for our students. They want a little bit of time to do that. L. Potter stated

there is a real need for Special Education Teachers in the community. He has been told that many times in the community. More certified Early Childhood Teachers and Special Education Teachers. It is a time where they can find out when students are having issues early on.

11. New Business. a. Faculty Values Committee Revised Charter. K. Evans reported they wanted to change the charge because the president didn't feel it was stated clear enough of when they could evaluate the admin or deans. N. Jackson stated he likes how it is simpler however he doesn't understand why they aren't evaluating all the administrators. He believes they should add the Vice Provost's. This will come forward at the next meeting as Unfinished Business.

b. PRC Recommendations for PRD.

c. GAC and UAC Recommendations for PRD. Senate's responsibilities in the Program Review Policy are to review the entire record. This will come forward as Unfinished Business, and we can vote on that next year. If there is anyone else that Senate would like to invite, and he will invite them. B. Grinder stated he would like to strongly suggest that each senator represents a group of people and there should be an open discussion within the department.

12. Good of the Order. None.

13. Meeting adjourned at 4:59 p.m. The next regular meeting is scheduled on January 13, 2025.