

## Academic Senate

Eastern Washington University

Minutes of April 14, 2025

**Senators Present:** B. Shaw, S. Finnie, M. Garcia, B. Idsardi, B. Grinder, B. Lundgren, B. Houser, G. Sinekopova, E. Rodriguez-Marek, C. Manikoth, M. Holmgren, A. Van Wig, T. Haskins, G. Kenney, L. Reeves, J. Ellsworth, C. Ogden, C. Pritchard, L. Cebula, S. Milton, D. Garraway, A. Oster, J. Durfee, S. Wachtel, N. Li, N. Jackson, H. Hillman, R. Allan, L. Anidi, E. Pence, K. Lopez, T. Hechtman, P. Gerber

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

**University Officials:** J. Anderson, S. McMahan, M. Voves, L. Jarnagin, K. Davis, S. Ligon, M. Conlin, B. Richey, B. Davenport, D. Ayers, A. Swenson

### 1. Call to Order in Executive Session at 3:05 p.m.

### 2. Executive Session Ended/Regular Session Called to Order at 4:04 p.m.

### 3. Chair's Report and Welcome. *C. Castillo-Garsow's full report can be viewed at:* [https://docs.google.com/document/d/1LmNiY3ctNLorgof5\\_gs-L\\_wf4d1ZtZAK/edit?usp=sharing&oid=101630062858166648088&rtpof=true&sd=true](https://docs.google.com/document/d/1LmNiY3ctNLorgof5_gs-L_wf4d1ZtZAK/edit?usp=sharing&oid=101630062858166648088&rtpof=true&sd=true)

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| <h3>4. Approval of Consent Agenda including Minutes of March 10, 2025. <i>Hearing no objections, the minutes were approved.</i></h3> |
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### 5. ASEWU. J. Curtis was unable to attend due to family emergency.

### 6. UFE Report. 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

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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.

7. **Legislative Liaison. S. Ligon reported:** the budgets have come out, have been approved but are completely meaningless because they are based on tax revenue that doesn't exist. Those tax bills were passed in the Senate Ways and Means and the House through Appropriations but they're not going to get through the Governor's Office. They don't believe the budgets will get through conference when the House and the Senate come together and that is why he didn't send the documents or links to Senate. He hopes to be able to know something this Thursday. There's been a lot of tension between the Executive Branch and the Legislative Branch and that's causing some tricky business in Olympia. There may be some press releases coming from the Governor saying which taxes he may or may not support. There are taxes that have been approved in the Legislative Chambers that the Governor has come out clearly saying he will not support that tax which means billions of dollars won't be in the budget. They don't know right now but they should know something by May 31<sup>st</sup>. We have more college students than any other university in the state. The College Grant is going to be cut. The College Grant is for people who don't have a lot of money, and his concern is that it will cut the people who are the poorest. That is about 1,500 students and they could lose up to \$303,500 a year. That's a big hit for our students but he doesn't know the extent yet. They have been given tuition authority which would take effect next academic year where they can raise tuition by an additional 5% so instead of a 3% tuition increase it will be an 8% tuition increase but that's up to the Board of Trustees with a recommendation from the president. While he can't speak for the BOT, he highly doubts they would agree to an 8% tuition increase because it would hit our enrollments with the cut in aid and a tuition increase. There was an article in the Chronicle put out today about the universities that will be hit the hardest by the feds and UW is #16 across the board. They will hopefully get some good news by the end of the week.
8. **A. Scharosch Presentation.** A. Scharosch stated she came to Senate to talk about executive orders at the federal level and particularly about Title VI and scholarships. They have a work group that meets every two weeks that has representatives from all over the university who are trying to figure out what everyone has seen in their respective areas. For example, the Office of Grants and Research Development is a very important part of that group, and they communicate whenever they get something from a granting agency letting us know we have to revise a grant, stop a grant, or contract requirements coming out of grants. There are people from Student Affairs, Multicultural Center, and The Pride Center who talk about how our students are feeling impacted. They have Global Studies because of the impact on our international students recently and are still ongoing with VISA verification. They're gathering information and sharing information and one of the things they are prioritizing is where they think they might be coming to Eastern. They are watching other universities or enforcement actions and what we need to prepare in terms of the next steps that especially the Department of Education might be taking. One of the areas they have identified this early was scholarships. Title VI is a federal law that prohibits discrimination on the basis of

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race, ethnicity or national origin. On February 14<sup>th</sup>, the Department of Education issued a “Dear Colleague Letter” where their interpretation of the law in light of the Supreme Court decision called Students for Fair Admissions from 2023. That was an aggressive stance in terms of what they expected colleges and universities to do. About two weeks after that, they issued a frequently asked questions document that is a little more reasonable and she would recommend everyone read it because it has information about Title VI so you can get a good sense of what they’re looking for. One of the areas that it is clear they are going to target is scholarships and in particular, gender-based scholarships and race-based scholarships. They started a subgroup to look at how Eastern has been handling these kinds of scholarships and to see if they can keep doing what they are currently doing or if they have to modify how they’re doing it. Their goal is to create a more distant relationship with the Foundation with respect to gender and race-based scholarships. Under Title VI, Title IX, Initiative 200 from the late 1990’s, Eastern can’t administer gender or race-based scholarships since we are prohibited from doing that, but the Foundation can. It is a private foundation, and it is not subject to those laws so if a donor wants to set up a scholarship that has qualifications that include things that would otherwise be a protected status, the Foundation can do that. They have been having the Foundation do that and then people apply for those scholarships through the Financial Aid Office using the scholarship process, but they are reviewed by Eastern employees. They have to maintain that distant relationship and can’t provide substantial assistance to another entity that is providing these kind of scholarships. They have a committee called, “Friends of Eastern” that doesn’t have any Eastern employees on it that reviews those scholarship applications and determines who to award them to and that is how they have been operating since the late 1990’s. They want to strengthen that process and create a little bit more distance with the Foundation so the first thing they did was ask if they can change what the gifting agreement looks like. Up until this year, it has been in an MOU format that was signed by the donor, by B. Richey on behalf of the Foundation, by a dean of whatever college where the scholarship was going, and by Eastern’s Director of Financial Aid and Scholarships. They asked if they could get Eastern off of those documents, so it doesn’t look like we’re providing substantial assistance. The Foundation reviewed that and found an alternative solution where they’re going to use a gift agreement which will be signed by the Foundation and the donor but not Eastern. That is the most important step they’ve taken so far in terms of creating a bit more distance in the relationship. The other thing they have been doing is asking people to review their websites. The Department of Education, when they’re looking for substantial assistance, they look for all sorts of things. They’ve had these type of investigations against us before, particularly for summer camp programs where they ask a lot of detailed questions like who prints the paper, who serves the committee, who provides this space, etc. so they’re very detailed in terms of what they’re looking for. One of our concerns was advising on Eastern websites so they spoke to Cabinet about considering having departments and colleges to consider sending everybody to the scholarship main website instead of their individual websites to try to help with this problem. Their preferred solution is not to have scholarships on different websites but if that doesn’t work, they need to make sure they’re reviewing their websites for anything that might be a race or gender-based scholarship. If you do find one feel free to reach out to her so they can talk about a different way to phrase

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it that isn't going to make Eastern a target. Many of these complaints they have received in terms of Title IX context last year, of the thousands of complaints filed with the Department of Education, it was somewhere between 80-90% were filed by one person who runs a web crawler looking for camps for girls and programs for girls. He spends his time looking for this and filing complaints so we want to really focus on what somebody with a web crawler who has no relationship with the university could find and then turn us in. They started investigations against the PhD program and all the universities that participate with the PhD program, which is for underrepresented students. On Friday, the Department of Justice got the State of Illinois and a number of universities in Illinois to shut down all their race-based scholarships. This is a very active area, and they do appreciate all the faculty's help. S. Finnie asked if the 14<sup>th</sup> Amendment, Equal Protection Clause, can be used proactively regarding these executive orders or is it a reactive image. A. Scharosch stated the 14<sup>th</sup> Amendment can be used if somebody feels they're being discriminated against. You can use Equal Protection but not proactively. That requires a 1983 claim, technically, to file a lawsuit for violation of the Constitution. G. Hustrulid asked what if that is embedded into their PLOs in their department, i.e. Equity and Inclusion. Do they need to change those? A. Scharosch stated the university has not decided to take that step yet. They do have a list of terms that they know they are using to look at programs that they believe as problematic. Those are among those terms, but they also don't want to be so proactive in trying to modify things but they're getting in front of what they are doing. This is an area where Eastern could be at risk and they want to make sure they're in as good of a position as can be, but she wouldn't go in that direction yet.

9. **Administrative: President.** a. S. McMahan reported she would like to thank everyone who attended the Faculty Open Forum on Monday, April 7<sup>th</sup>. She appreciates all the helpful insight. b. She is glad that A. Scharosch came to talk about the wide group of representatives from across the university that meet every two weeks to talk about all the issues that came forward from a federal stance. c. There were a couple of emails that have been sent out; one of them is the award for Exemplary Service. If you have a recommendation, they would love to hear from you. The other announcement was about a slight reorganization. They presented that in front of the DEI Investment Strategy Committee as well as the Faculty Open Forum. B. Houser at the last Senate meeting he asked the provost a question about the recommendations made to the BOT regarding Physics and he would like to call attention to one of the phrases in the provost's report which reads, "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. While I appreciate that the program attracts and retains high-quality faculty, this perspective does not align with EWU's mission and vision, which prioritizes preparing an educated workforce to meet the needs of our region." He asked if she agrees with the provost on that particular statement. S. McMahan stated she would qualify that because in order to attract good students, you need to have excellent faculty. **Provost.** a. J. Anderson reported the Cyber Defenders Club ended up getting second place in the Nation and he would like to congratulate those students. b. A. Oster asked how much savings they will net

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from the cutting of the Physics Program. J. Anderson stated the budget planned savings would be about \$100,000. **c.** N. Jackson stated he would like to take this opportunity to apologize to Provost Anderson for the language he used at the last Senate meeting. It was inappropriate and he is apologizing for the entire group. He is looking forward to him coming back to their department. **d.** H. Hillman stated under the enrollment update it says 92.55% of enrolled students continue to spring. Do they have a sense of overall enrollment? J. Anderson stated the numbers were run today and the total is 9,035 plus 400 semester students and that is just for spring quarter and that is both graduate and undergraduate. **Vice President for Business and Finance. a.** M. Voves reported S. Ligon has done a great job of updating them where they are with budgets. When they have some firm budget information and have a budget that has been passed legislatively, they will hold some open forums on the campus to share information with everyone and let them know what is going on with the budget. **Sr. Director for Diversity, Equity, and Inclusion. a.** K. Davis reported next week is Diversity and Inclusion Week. Everything they've done at Eastern has always been inclusive of every single student on this campus. They're super proud that fundamentally doing all the things that are within the guidelines of the federal government. Hopefully everyone will come to the events scheduled. If professors bring their full classes to events (and give her advance notice), she can make sure she has t-shirts for all the students. They have Lisa Gardner for the Keynote Speaker on Monday, April 21<sup>st</sup> at noon in the PUB NCR. Everything will be streamed and recorded. **b.** The Salish School is coming to Catalyst on Monday evening which is super exciting. If you are interested in engaging with the Salish School, they are interested in engaging with Eastern and coming up with some ideas of how we can connect with them. If that is of interest to anyone, she was able to rent out 50 spots at Catalyst on Monday evening. Parking is free. She will be sending out a newsletter on Friday with every single event detail but it is on their website now.

**10. Unfinished Business. a. AP 303-22, Chapter 4, Satisfactory Progress.** D. Ayers stated they changed the language to address all the senators' concerns. **M. Holmgren moved to accept the changes. L. Reeves seconded. Motion carried.**

**b. AP 303-22 Graduate Students, Chapter 3-5 Dual Master's Degrees.** D. Ayers reported the current policy has all the dual master's degrees that exist, and so they want to remove the list. All the courses have to go through the CPAC process and have their own catalog page. **Hearing no objections, this is approved.**

**c. AP 303-23 Classroom Attendance; Sec 5 Instructor Initiated Drops.** C. Castillo-Garsow stated the motion is to pass this change from the 6<sup>th</sup> day to the 5<sup>th</sup> day so avoid having to manually adjust the refund for these students and mirrors the WAC. **Hearing no objection, this is approved.**

**d. AP 303-35 Program and Course Mgmt; Chapter 3-5 Co-Requisite Courses.** J. Durfee stated they had the capability of listing a class as a co-requisite well before the lecture with lab came about. The paragraph is specifically about lectures with co-requisite labs, but the

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title of the paragraph is co-requisite courses which seems a little too general. You can pick any two courses and call them co-requisites, but they aren't necessarily lecture with lab. A. Swenson stated the addition of this paragraph is to separate co-requisites which are courses that need to be taught at the same time, you can't take one before the other. They want to put that in a place where students can see it because right now this definition lies with some faculty documents, but not in academic policy. J. Durfee stated it is lecture with labs specifically saying you're getting one grade from the lecture and lab. They did this five years ago when the students had to take two classes at the same time but it was not a lecture with lab but two separate classes and listed as co-requisites. It seems the title should be changed. E. Rodriguez-Marek asked if they can change the title without going back to committee. C. Castillo-Garsow stated it is possible but not recommended. N. Jackson moved to return to UAC. B. Idsardi seconded to refer to UAC. Motion carried with 17 for and 4 against.

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| <p>e. <b>AP 303-21 Undergraduate Students, Chapter 3 Transfer Credit.</b> C. Castillo-Garsow stated the motion is to approve Chapter 3 Transfer Credit. <b>Hearing no objections, this is approved.</b></p> |
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f. **Proposal to Designate a School of Leadership and Innovation.** C. Castillo-Garsow asked if there are any senators who are bringing a recommendation for the Senate to vote on. N. Jackson asked for clarification of what that means, that Senate makes a recommendation because it is EWU policy rather than academic policy. C. Castillo-Garsow stated Senate makes an independent recommendation which then gets sent to the provost. N. Jackson stated they believe it affects the College of Professional Programs and the consensus in the School of Psychology is that this is a small program compared to all the other schools within the college. For example, Education and Psychology were originally departments and now they are schools, but they are large academic units. B. Davenport stated it is important to know this isn't just an Organizational Leadership, and there are multiple programs. From a faculty standpoint, they are smaller but that is not by their choice. Part of the hope for this is they will be able to grow. B. Davenport stated in the past 4 weeks no one has asked him any questions. B. Idsardi moved to postpone this to the next meeting. Motion passes.

9. **New Business.** a. **AP 303-24 Grades, Grade Changes, and Grade Appeals; 1-3 Pass/Fail.** *Due to lack of time this will be New Business at the next meeting.*

b. **Ad Hoc Committee to Discuss Quarters to Semesters.** *Due to lack of time this will be New Business at the next meeting.*

10. **Good of the order.** a. N. Jackson stated Thursday is the American Association of University Presidents National Day of Action. P. Lam has organized a task force and on Thursday, in Monroe Hall 207 where you can hear from colleagues on the importance of collective faculty activism, watch the national teach-in, "Free Education Now" virtually at 4 p.m., and brainstorm strategies to fight the fascist takeover of higher education. b. S. Finnie stated next week on the 23<sup>rd</sup>, during Diversity Week, at 2:30 p.m. the Africana Studies Program will be presenting the results of their tour down to deep south. They went to five states, made 17 stops, and 7 students will be giving their viewpoint and their insight as well as there will be a

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PowerPoint to visually take you there. They invite you to come next Wednesday at approximately 2:30 p.m. in PUB NCR. They will have a live stream and will record it as well.

11. **Meeting adjourned at 5:13 p.m. The next regular meeting is scheduled on April 28, 2025.**