Academic Senate

Eastern Washington University
Minutes of November 10, 2025

Senators Present: B. Shaw, M. Garcia, L. Matos, B. Grinder, B. Lundgren, J. Klein, G. Sinekopova, E. Rodriguez-Marek, L. Speer, C. Manikoth, M. Holmgren, A. Van Wig, T. Haskins, K. Decker, M. Binney, J. Ellsworth, M. Breen, M. Holmgren, A. Van Wig, K. Waldron-Soler for T. Haskins, G. Kenney, M. Binney, J. Ellsworth, P. Porter, R. Sauders, P. Shaw for L. Cebula, S. Milton, D. Garraway, M. Winer, J. Durfee, S. Wachtel, K. Garrison, H. Lott, M. Sharifi, N. Jackson, H. Hillman, L. Anidi, V. Loke, K. Lopez, P. Gerber
Officers: G. Hustrulid, B. Idsardi, C. Tyllia, K. Taylor
University Officials: S. McMahan, L. Smith, M. Baca, L. Jarnagin, C. Portillo, C. Jensen, S. Ligon, K. Edquist, J. Smith

1. Call to Order. a. The meeting was called to order at 3:03 p.m. by G. Hustrulid, Faculty Organization President.

2. Chair's Report. ***G. Hustrulid reported:*** **a.** the theme is the idea of moving from building bridges to creating pathways and we're in the thick of it. We are in the thick of how to create trade routes, how to respect the interests of other people, care for the environment, and take responsibility for our own actions. **b.** There was a presentation at the Provost's Open Forum from EAB about the impacts of enrollment and trends in Higher Education. She has a good friend who is the VP of Ferris High School who shared their concerns with enrollment issues. There are more students moving to online education rather than going from high school so how do we create systems from high school to here. How do we retain our students? There has been a lot of conversation around retention. Whose responsibility does retention lie with? With the idea of change, how do we serve our students because we are all here for our students. She stated that in her classroom she is having to do unconventional things. She is pivoting with students who normally would become DFW. **c.** What we do in this space is important. The idea of Shared Governance is that we don't control others, or they control us, it is that we use the committees that we are a part of to make changes, move things forward, share our experiences, and give our feedback. We need to discuss policy, Shared Governance, and stick to things that affect us in this space. Sometimes there is a sense of urgency that this is the one opportunity to be in front of the administration to share our grievances or to share our concerns and that's important, but we can also do that in open forums or other spaces as well. **d.** The ballot for the Faculty Organization Secretary has been sent out. The election will close on November 13th. **e.** The strategies behind Strategic Enrollment Management Plan is going through Rules and she would like the faculty to get a change to look at it and join in the discourse before it goes through the Board of Trustees. If anyone would like to be part of that, let her know.

3. Approval of Consent Agenda including Minutes of October 27, 2025. ***Hearing no objections, the minutes were approved.***

4. ASEWU. ***C. Jensen reported:*** **a**. last week, they had the Student Engagement Hub on November 4th. There were 37 attendees which compared to the last non-presidential election of 2023 where they had 39 attendees. Those that were in attendance were able to cast their vote and submit their ballots, 21 which were for Spokane Country. **b.** This week, CARR and ASEWU will be co-hosting the drop-in advising event, Advice-a-thon, that will be held on Thursday November 13th, from 9:00 a.m. to 3:00 p.m. in PUB NCR. **c.** Next Monday, November 17th, will

be the last ASEWU fall quarter meeting, that will be held from 12:30 – 1:30 p.m. in 207J for anyone that would like to attend.

5. UFE. ***K. Edquist reported:*** **a.** on Friday October 31, the UFE hosted a Bargaining Unit meeting, open to all EWU faculty, to provide an update on the progress of CBA negotiations and to answer questions. Coincidentally this meeting was on Halloween. Well over one hundred faculty—UFE members, non-UFE members, tenure-track/tenured faculty, and special faculty—from all four colleges turned out to learn the details of this unprecedentedly delayed CBA negotiation. Faculty expressed universal discontent with the fact that EWU is deep into Fall term without a new CBA, and distress about how their paychecks are falling behind increases in costs of living. They are anxiously awaiting a new contract that contains updates to the past CBA's compensation package and key rules for managing their working conditions. The UFE participated in another bargaining session with Management on Tuesday, November 4 from 10:00 am to 3.00 pm. There was also a small group from each side which met from 3.00 pm to nearly 5.00 pm for additional discussion on a particular issue. Some progress has been made, though it has been slow, and the UFE has been pushing to accelerate bargaining. As noted in oral comments at the most recent (October 24) Faculty Senate meeting, the UFE was ready to bargain in March 2025, but EWU and UFE did not hold our first bargaining session until June 24, 2025. The UFE bargaining team has participated in three bargaining sessions in August and September, as well as another September bargaining session. We have had two bargaining sessions in October (Oct. 1 and 29) and one in November (on November 4). Currently, Management has agreed to two more bargaining sessions, on December 3 and December 10. The UFE has persisted in trying to schedule additional sessions to complete this negotiation and invites Management to work with us to ensure that extra sessions occur before the end of the Fall term. The UFE remains fully aware that the extension of the current CBA expires on December 31, 2025. Since the UFE's last report to the Faculty Organization on October 24, 2025, the United Faculty of Eastern (UFE) has: • represented 2 faculty members (in CHSPH and CPP) in workload disputes; • answered questions about the interpretation or implementation of the CBA and MOUs asked by 2 faculty members (1 in CAHSS and 1 in CSTEM); • helped 1 faculty member (in CAHSS) bring workplace concerns to their dean, HR, the Provost, and/or the FO; • held a Bargaining Unit meeting on October 31 with >100 faculty participating; • represented 0 faculty members in FAP disputes; • represented 0 faculty members under investigation for alleged violations of EWU policy; and • will continue CBA negotiations with Management. The UFE will co-host a Union Happy Hour with PSE and WFSE at the Iron Goat (in downtown Spokane) on Friday November 14 from 4:00 to 6:00 pm. Faculty are warmly invited to enjoy the company of EWU's other unionized workers! V. Loke – are we operating under the extension of the contract or are we without a contract? K. Edquist – they are operating under the extension. K. Edquist they have a query into Admin of raises. As far as general salary raises – they have already negotiated those but there are no salary raises for this year.

6. Legislative Liaison. ***S. Ligon reported:*** **a.** next week they will get the revenue report that will give us the forecast the budgets will be built on. The Governor's budget will be a few weeks after that. The session will begin around the 9th of January. He will provide a written report in two weeks regarding the revenue forecast and what the money picture looks like.

7. Budget. ***None.***

8. Administrative: a. President. S. McMahan reported S. Goff is presenting her first fall play called, "This Random World" where our students will perform at 7:00 p.m. If you would like to attend, they will get tickets for you. **b. Provost. i.** L. Smith reported in his report he speaks about orientation plans and the vision. Sometimes it is hard to follow all the different acronyms, initiatives, plans, and communications coming from the provost's office and other offices so he would like to remind everyone they have the Strategic Plan which is the foundation from which all of these other plans grow. From that Strategic Plan comes the Strategic Enrollment Management (SEM) Plan, led by J. Larson and others who are contributing significantly, and many faculty are participating in that. The Strategic Plan is active, it's alive, and it's continuously being populated with information. **ii.** During the conversation they had on November 7th where he spoke about the challenging landscape they are navigating through, all the information he shared was from an EAB conference he attended. It was a difficult conversation, where several faculty mentioned they were concerned about some of the implications. He understands that one of the expectations you have of him as provost is honesty and that is something he's committed to sharing with you. He does believe that the landscape does present some challenges for us, but they are not insurmountable. There are a lot of opportunities and one of those is the Academic Master Plan process. **iii.** On November 6th, he met with the Program Review Committee where Dr. Jackson spoke about some of the topics going forward with the 14 programs. They are going to move forward with those 14 programs, and he will be sending out a communication either from him or the PRC late today or tomorrow. He does understand the delay is a bit unsettling, but he just wants to make sure all the information is correct before it is sent out. **iv.** The Applied Learning Workgroup continues to flourish under S. Ligon and J. Smith tutelage. They are building a website to capture all the wonderful, applied learning experiences faculty are providing to our students. They want to make sure they put together a great website for students, staff, and faculty, and industry to learn more about opportunities to come together to learn more about how those opportunities could lead into relationships with Eastern. **v.** EWU is in Year 3 of its seven-year accreditation cycle with the Northwest Commission on Colleges and Universities (NWCCU) and is preparing for the Mid-Cycle Review. Our self-study is due March 2, 2026, with the evaluation visit on April 27–28, 2026. The review will assess progress toward mission fulfillment, focusing on Recommendation 2 (strengthening assessment and using results to inform resource allocation) and Recommendation 5 (ensuring accurate degree pathways and catalog information). **c. Vice President for Business and Strategy.** M. Baca reported there have been another couple of phishing attempts on the campus and they are asking everyone to be a bit more aware of emails asking for sensitive information. If something doesn't seem legit, send it to IT and then delete it. **d. Vice President for Student Affairs. i.** L. Jarnagin reported there are a couple of opportunities she wants to share. Our Counseling and Wellness Center is offering two different trainings, two opportunities to build your skill set in the area of identifying students who may be in some form of personal crisis enough that they need some help. There is the Mental Health First Aid Training that is available to all faculty and staff, which is an 8-hr. training course, and then the QPR (Question, Persuade, Refer) which is an hour-long commitment. Both of these are intended to help in identifying students who may be in distress and some of the strategies that can be used to de-escalate and then appropriately refer to professional help. Both courses are available through the Counseling and Wellness Services. You can contact them directly. **ii.** Last

year when we were talking about the numbers of students and the frequency with which you heard students saying they need access to mental health services and when we were not able to accommodate here on campus. One of the ideas that came up was to contract an outside resource to provide that support. She is pleased that, with the help of our procurement and contract department, they've been able to secure a relationship with an organization called Better Mynd. The huge benefit is these are professionals who are available to our students on weekends and evenings. These professionals are not employees of Eastern, but they are providing services outside of our hours that our union represented employees would not be able to provide so this is not replacing any represented labor. The other benefit of this is typically when you're doing teletherapy or telehealth you have some restrictions in place in terms of location where a student may be at the time or if they are out of state. That can be a licensure issue for the practitioners who are supporting students across state lines because they have different licensing requirements. With an organization like Better Mynd, we don't have that same concern so it provides an opportunity for students who may be on a trip and are out of state. It provides an opportunity for students who need support, they can reach out to Better Mynd and have someone to talk to. This is a step in the right direction in terms of helping our students with their mental health needs. **iii.** The Office of Community Engagement is providing tracking for our applied learning experiences for students. She has been talking with G. Hustrulid about having M. Estes, Director of Community Engagement, to a future Senate meeting so he can provide an overview of what the office is focusing on as well as the process they're using to evaluate different mechanisms for that tracking. **e. Vice President of People and Culture. i.** C. Portillo reported at the last meeting they talked about the status of negotiations, and he has a correction or clarification. He would like to apologize to the Senate and UFE there was a meeting on August 13th where they exchanged proposals. **ii.** We're happy to report that we've created a robust training and development for all employees, including a supervisor certificate program through Academic Impressions. They've had almost 100 individuals go through those training courses. They are now starting a Lunch and Learn once a month. The first one is this Wednesday from 12:00 – 1:00 p.m. They want to reinforce the learning and it's a community of learning for supervisors.

9. Question and Answer Session with Administration. a. B. Idsardi stated the first is to the president. As you heard from the union report, there's discontent, concerns, maybe frustrations and questions in general about the processes over the last few months that sort of lead to the CBA extension and some other questions or university processes unrelated to the CBA. Would it be possible to request another listening session, like you hosted in the spring with the faculty so they could have a space that is outside of the Academic Senate. S. McMahan reported she would be happy to do a listening session but not about the UFE issues. B. Idsardi stated the other question is for Provost Smith and VP Baca. They talked about a Provost Forum or Listening Session on the financials. Is there a date set for that? L. Smith stated the date has not been set but they will set that very soon.

b. D. Garraway stated his question is for the provost. About the Program Review and the Discontinuance, he would suggest that you send out the program discontinuance of the 10-5 lists and also explain it's not related or how much it is related to the program review. At least one member of his department read the report as the 10-5 list so there is confusion as to what it was referring to. It would be nice if you would send out the details, plus really explain the differences between the two lists. Secondly, when you do send out the 10-5 list, could you

include details on what affected departments are going to have to do in the next 8 months or however long it's going to be. L. Smith stated unless he hears any objections from the PRC, he can send those out. Those going through the PRD are part of this PRC process. We are in a transition period and in fact, he understands that we'll spend a significant amount of their time this year trying to sort through how better to proceed next year. Right now, we don't have a lot of time. They are all going through the PRC process, but he will provide a little bit more clarity on that. D. Garraway asked if he could give them details of what is expected of the programs. L. Smith stated he isn't sure he can provide too much specificity of what the programs going through the PRD process will need to do, but his hope is that the process isn't too burdensome for that faculty. And those defending the programs should have to give information about where the funding will come from. There isn't a pre-determined outcome. N. Jackson stated his understanding is they don't have to follow through with this list. If there is program discontinuance, that has to be initiated by the provost.

c. N. Jackson stated he was one of the people who was scammed, and he got locked out of his computer when he was scammed. It didn't affect him because he immediately realized what was happening because I got locked out of my computer. It was the same email that some of us probably got 2 weeks earlier that said, somebody's getting a whole bunch of free stuff, including a $5,000 guitar. He immediately got on the phone with IT, and they say that's been sent out to over 150 random students at Eastern. There's no way he knows who these students are and there's nothing I can do other than inform my students but only maybe 20% of them receive the email. Then sure enough, over the next several days there's a few students who I don't even know email me and say I sent $250 but I haven't gotten anything back. We are in the process of doing our mandatory annual training. Do we have a process for our students? Because there was nothing, I could do for them. I should have been better, but I thought it was the email coming from G. Cash-James. M. Baca stated I think that's just an awareness that we have to have on our campus, and I really don't have a solution for you. Because sometimes I'll get something, and it just looks like this looks legit but am I sure about that. I wish we had something better other than just continuing to have more awareness in every aspect of communication. I'm not sure that we're required to have our students, but I will check into that and make sure we do.

d. B. Lundgren stated this is just a follow up regarding the phishing, one of the problems I find is I get actual emails from the EWU community, but they don't sign their emails properly. For example, I have a student that had a death in the family, an administrative staff sent me a form that was from an outside source that actually had the official letter and requirement of some sort of third party. I searched the faculty or a staff member, I found they were part of EWU, I then searched for the third-party letter form and found out it was legit, and universities use it to communicate but if you looked at the email, it looked like a phishing email. So I think that part of the problem is, is when there's official documents, they need to make sure there's actually a stamp on there for administration. For example, we got an email from someone from Health Sciences or some college in CSTEM, I think a lot of people got it and it says please share your inbox with me. He would like to request that for official corresponding emails that there is some sort of stamp on there, so we know it's official. The email he got looked really phishy, so it took a while until it was determined to be a legitimate document by EWU. I still have the email, so I can forward it to IT. M. Baca stated thank you for forwarding that email over. I think you're doing a wonderful job, I really do, because that's what you should be doing. We'll have internal

conversations however my first gut instinct is if I put official on there, it's easy for someone to grab one of those and they say, well, this is official, and then you'll think it's official. That's the scammy part about it, is by masquerading as what you think is legitimate, so a lot of times when I see something that has an attachment that I'm not really sure, then I kind of wait to see.

10. Council Elections/Selections/Confirmations. ***Ad Hoc Committee to Discuss Quarters vs. Semesters:*** Lesli Cleveland, Communication Sciences & Disorders; ***Course and Program Approval Committee:*** Karen Thurston, Cybersecurity; ***Program Review Committee:*** Nick Jackson, Psychology; ***Research and Scholarship Committee:*** Loretta Shields, Public Health and Health Administration; Mountasser Kadrie, Public Health and Health Administration; Deb Svoboda, Social Work; Brian Buchanan, Geosciences. **Hearing no objections, the nominations are approved.**

11. Unfinished Business. a. One Calendar Ad Hoc Committee (name change-previously Ad Hoc Committee to discuss Quarters vs. Semesters. G. Hustrulid stated this is coming from Rules where they voted to change the name. **Motion carried.**

12. Information Item. a. Applied Learning Workgroup Request. J. Smith gave a PowerPoint presentation regarding the Applied Learning Workgroup request to add an Applied Learning requirement for graduation. The full presentation can be found at: https://docs.google.com/presentation/d/1wJe9gnphdfvqY3wHmMI1iwTgbyyQcDAx/edit?usp=sharing&ouid=101630062858166648088&rtpof=true&sd=true B. Lundgren asked if the students who do research would apply. J. Smith stated that would. She stated departments would have to identify what courses would be Applied Learning courses. M. Holmgren asked if they will need to put that into a special box. J. Smith stated they will as with any other university requirements. Partially because some students will do this later in their education. J. Durfee stated they are going to do this anyway so why do they have to do the paperwork. Will it be shown on their diploma? J. Smith stated because they will be able to say to employers that all of our students have this. This will mean we can say that absolutely all of our students have this requirement. J. Durfee asked do they have to do something separately and must update every year. J. Smith stated they must do assessment but that isn't tied to university requirements. But she would hope that they wouldn't have to. Just like the Gen Ed classes are not substantially different, she hopes it will not add great weight to our instructors. N. Jackson asked if the committee thought about the impact on workload for faculty. How are they going to compensate faculty? J. Smith stated things that are important to do are important to find the funds for. In a lot of programs, they are already doing this within their existing structure. His department already does a lot of this, and it impresses her. They could use them to ask for additional resources. J. Smith stated it is up to the students how they get this requirement. J. Durfee stated what it comes down to is do they have any data that his students will get a better job if the university says every student must have this requirement. J. Smith stated there is some data about the importance of the Polytechnic Model. S. McMahan stated they do have data from the students that graduated 6 months ago and a lot of them were employed with higher pay. J. Smith stated if you have any questions or concerns, feel free to reach out to her.

13. New Business. ***None.***

14. Good of the Order. **a.** P. Porter stated Provost Smith, himself, and the President of the UFE saw "This Random World" on Friday and it was amazing. He would encourage everyone to attend. **b.** G. Hustrulid stated she would like to thank everyone for the amazing work and Shared Governance today.

15. Meeting adjourned at 4:27 p.m. The next regular meeting is scheduled on November 24, 2025.