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Official Minutes
Faculty Senate Meeting
05/05/2025

For Approval

Call To Order and Approval of Minutes

Call to Order: Senate President Michael Slouber called the meeting to order at 4:01 pm.

Approval of Minutes: The following minutes were approved by consent:

- April 8, 2025 ACC Minutes
- April 21, 2025 Faculty Senate Minutes
- April 29, 2025 SLC Minutes

Reports and Announcements

Michael Slouber, Senate President

- Senators were reminded about the June 4 social event.
- There are Senate Executive Council vacancies for AY 2025-26 (Appointments and Elections Officer and Secretary) and there was one applicant for the Deputy Budget Representative position.
- Today is the deadline for colleges to report election results to the Senate, and only CSE has reported to date. The Faculty Senate office will be following up with colleges.

Sabah Randhawa, University President

- President Randhawa had no report.

Brad Johnson, Provost and Executive Vice President

- Provost Johnson gave an update on his listening sessions, with 30 units visited to date. He will continue to provide follow-up information regarding issues raised during these meetings.

Peter Pihos, UFWW Acting Vice President

- UFWW sent email updates this week on the budget situation and on UFWW elections. There is additional information on the UFWW website.

Bidisha Biswas, Faculty Legislative Representative

- The FLR provided senators with a copy of the Council of Faculty letter to the Governor regarding higher education cuts in the budget passed by the Legislature.

Action Items

President Slouber moved, on the recommendation of members of the Senate Executive Council, that votes on action items be conducted via secret ballot. The motion had two seconds, and the Senate moved on to considering action items on the agenda.

- **Faculty Handbook Revisions - Code of Ethics**

  A motion from Senate Executive Council to approve the Code of Ethics revisions to the Faculty Handbook as proposed by the Ad Hoc Committee on Faculty Handbook Revisions was brought forward.

  Senator Garfinkle (CBE) made a motion, and it was seconded, to amend Section II.A. of the proposed revisions as follows:

  A. Intimate Personal Relationships Between Faculty and Students

  > Faculty must avoid conflicts of interest, coercion, exploitation, favoritism, or other forms of unfair treatment so that Western Washington University remains a respectful and professional scholarly community shaped by an environment of transparency. ~~Faculty are therefore only allowed to engage in intimate personal relationships with students who are not under their professional purview and when there is a conflict management plan in effect. The purpose of the conflict management plan is to ensure transparency and protect both faculty and students from actual or perceived conflicts of interest. Any other close personal relationships that might lead to a conflict of interest should also be disclosed with 2 a conflict management plan. Faculty roles include relationships where faculty have direct or indirect authority over the student and therefore have the potential to affect professional or academic advancement.~~ Intimate personal relationships between faculty and students are prohibited. The only exception is when the intimate relationship predates the student's enrollment at Western Washington University. This exception is intended to allow adults in pre-

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existing intimate relationships with faculty to enroll at Western. Such relationships will be disclosed at the time of the student's first registration at Western Washington University and a conflict management plan will be put in effect. The purpose of the conflict management plan is to ensure transparency and protect both faculty and students from actual or perceived conflicts of interest. Any other close personal relationships that might lead to a conflict of interest should also be disclosed with a conflict management plan.

During discussion, several Senators spoke in favor of the amendment. Brandon Dupont, Chair of the Ad Hoc Committee on Handbook Revisions, said that he had reviewed policies of the other public four-year institutions and found that the proposed language would be more restrictive than those.

The Garfinkle amendment carried by a vote of 20 yes, nine no, and one abstention.

Peter Pihos (UFWW) made a motion, and it was seconded, to modify Section III.B of the proposed revision as follows:

> While faculty are protected by WWU's commitment to academic freedom, they are also required to follow the law, all relevant university policies, and relevant codes of conduct. ~~We also acknowledge that academic freedom is different from free speech/expression. Academic freedom applies to our professional roles as faculty and our efforts to uncover truth, even when it may be uncomfortable, but requires a clear focus on the academic discipline. Faculty are therefore bound by scholarly relevance in their academic freedom protections; by contrast, one's individual right to free speech is broader and carries no such relevancy requirement~~. Any discipline for faculty speech will follow the definition of academic freedom provided in Section 2.2 of the UFWW-WWU Collective Bargaining Agreement.

The rationale for the amendment is that the CBA has a broader definition of academic freedom and this language was proposed to avoid confusion among faculty.

The Pihos amendment carried by a vote of 29 yes, one no, and zero abstentions.

Erika Mc-Phee Shaw made a motion, and it was seconded, to include a link in the "relevant university policies" section at the end of the proposed revisions to POL—U1600.06, "Prohibiting Consensual Intimate Personal Relationships Between Supervisors and Supervisees." The rationale for the amendment is to include a link to a definition of "Intimate Personal Relationship."

The McPhee-Shaw amendment passed by unanimous consent.

The Code of Faculty Ethics, as amended, passed by a vote of 30 yes, zero no, zero abstentions.

- **Resolution to Establish and Support Mutual Academic Defense Compacts in Defense of Academic Freedom, Free Expression, Institutional Integrity, and the Research Enterprise**

  The Senate voted on April 21 to approve a motion to schedule a vote on a resolution in support of mutual defense compacts.

  Bidisha Biswas, Faculty Legislative Representative said that she has spoken to counterparts in Washington and Oregon, who have expressed a lot of interest in today's Senate action. In addition, she reported that U-MA Amherst and Rutgers are also interested. During discussion, several Senators spoke in support of the proposal and others raised questions about the next steps, possible funding obligations, and downsides to passing the resolution. The FLR stated that the faculty would not control any resources provided to the compact and that would be an Administration decision. would like Administration to consider President Randhawa said that he will bring it up with the Council of Presidents at the next meeting.

  The resolution was approved by a vote of 27 yes, two no, and one abstention.

- **Resolution to Endorse AAUP Demands**

  The Senate voted on April 21 to approve a motion to schedule a vote on a motion to endorse the AAUP demands of university administrators regarding federal policies.

  President Slouber asked for and received consent to allow the three non-Senate guests who had signed up to speak on this issue to address the Senate prior to the vote, rather than during Items from the Floor. Robert Yerachmiel Sniderman (Fairhaven) spoke in support, McNeel Jantzen (CHSS-Linguistics) spoke in opposition, and Charles Anderson (CHSS-History) spoke in support.

  During discussion, Peter Pihos (UFWW) spoke about the relationship between several of the demands and the CBA, including those impacting CBA sections regarding disciplinary actions and academic freedom. Several Senators spoke in favor of the resolution in general and also to specific demands. Other Senators raised concerns, including from constituents, with respect to the impact of demands seven and eight. A Senator raised concerns about international students and faculty and asked how the Administration will provide support.

  A motion by Senator McPhee-Shaw (CENV), and seconded, to limit debate to an additional five minutes passed by a two-thirds margin.

  During the remaining time, it was reported that 19 WWU departments, WAWU, and PSE voted to support the demands. There was a question about whether WWU has adopted the IHRA definition of antisemitism, and President Randhawa replied that it is not being used. Concerns were raised about improving CRTC training.

The resolution was approved by a vote of 23 yes, three no, and four abstentions.

Discussion Items

- **PEJ Task Force Recommendations:** ACC Chair Melissa D'Eloia and CUE Chair Shevell Thibou provided a brief update on PEJ Task Force next steps. CUE has been discussing how to proceed with a broader review of GURs which also would encompass considering the Task Force recommendations. A Task Force charge will be developed to move forward for AY 2025-26.

- **Faculty Handbook Revisions: Creation/Merger/Elimination of Units and Additional Minor Changes:** Senate President Slouber provided overview of the proposed draft creation/merger/elimination policy and stressed its importance due to budget issues. The current Handbook policy is outdated and in conflict with the CBA, and he and Vice President McPhee-Shaw have been meeting with UFWW leadership and the Provost to discuss a new policy. The Provost drafted the initial policy, and Senate Exec reviewed and made numerous recommendations, which are included in the draft presented to senators. There was a question about the feedback and consultation language. The draft will be voted on at the May 19 Senate meeting, along with other minor handbook revisions. In the meantime, Senators are requested to provide feedback, and also to think about how the process might work at the college/department levels.

Items from the Floor

There were no items from the floor.

Adjournment

The Senate adjourned at 5:45 pm.

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Faculty Senate Attendance
05/05/2025

Voting Members			Non-Voting Members		
Camilo Ponton	CSE-Geology	x	Moose Abou-Harb	AS Senate President	--
Catherine Clark	CSE-Chemistry	x	Sabah Randhawa	President	x
Christine Johnston	CHSS-HUM-History	x	Brad Johnson	Provost	x
Dawna Drum	CBE-Accounting	x	Christopher Bianco	Council of Deans	x
Dennis Whitcomb	CHSS-HUM-Philosophy	x	Vicki Hsueh (Peter Pihos – proxy)	UFWW President	x
Erika McPhee-Shaw	CENV-ESCI	x			
Ernest Hartwell	CHSS-HUM-LLC	x			
Gabe Gossett	Libraries	x	**Committee Chairs and Senate Representatives**		
Greg Youmans	CHSS-HUM-English	x	Bidisha Biswas	Legislative Rep	x
James Ray	CFPA-Music	x	Kristi Tyran	Budget Rep	x
Jeffrey Meier	CSE-Math	x	Melissa D'Eloia	ACC	x
Jim Cooper	CSE-Biology	x	Derek Moscato	ATC	--
Jim Graham (Barbara Lehman – Proxy)	CHSS-SBS-Psychology	x	Shevell Thibou	CUE	x
John Bower	Fairhaven	x	Cindy Elliser	CUP	--
John Gialanella	CFPA-Design	x	Eva Gil	SLC	--
Kameron Harris	CSE-Computer Science	x	Brandon Dupont	Ad Hoc Handbook	x
Lindsay Foreman-Murray	WCE-Ed Leadership	x	Shawn Knabb		--
Margarita Ruiz-Guerrero	WCE-ECE	x	**Recorder**		
Mark Peyron	CSE-Engineering & Design	x	Becky Johnston	Faculty Senate	x
Michael Slouber	At-Large (President)	x			
Nick Washburn	CHSS-SBS-HHD	x	**Guests**		
Patrick Buckley	CENV-ENVS and UEPP	x	McNeel Jantzen	CHSS-Linguistics	x
Ramadha Piyadi Gamage	CSE-Math	x	Robert Yerachmiel Sniderman	Fairhaven	x
Ron Helms	CHSS-SBS-Sociology	x	Charles Anderson	CHSS-History	x
Sondra Cuban	WCE-HCS	x			
Stephanie Gomez	CHSS-HUM-Jou/Com	x			
Steven Garfinkle	CBE-Economics	x			
Tesla Monson	CHSS-SBS-Anthro	x			
Tim Bruce	Graduate School	x			
Xiaofeng Chen	CBE-Decision Sciences	x			

Voting Attendees	30	**Non-Voting Attendees**	13	**Total Attendees**	**43**

Final Approval