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Official Minutes
Faculty Senate Meeting
05/19/2025

For Approval

Call To Order and Approval of Minutes

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

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

- April 7, 2025 ATC Minutes
- April 22, 2025 ACC Minutes
- May 5, 2025 Faculty Senate Minutes
- May 13, 2025 SLC Minutes

Reports and Announcements

Michael Slouber, Senate President

- He and Senate Vice President/President-Elect Erika McPhee-Shaw attended a Zoom meeting to discuss mutual academic defense compacts last week. There currently are approximately 40 institutions involved in this effort. The Faculty Legislative Representative, Bidisha Biswas, wrote an op-ed published in Cascadia Daily News on the passage of the Faculty Senate mutual defense compacts resolution.
- The Board of Trustees has delegated authority to approve the final Faculty Handbook revisions to President Randhawa, a decision that he would like to see in a written statement.

Sabah Randhawa, University President

- The Board of Trustees will issue a statement to the Faculty Senate delegating authority to him for purposes of approving the Faculty Handbook revisions, hopefully by the June 2 Senate meeting.
- He provided a report on Scholars Week activities.

- He has been meeting with 2-year colleges and the Northwest Workforce Development Council to discuss improving transfer pipelines and regional collaboration and access issues.

Brad Johnson, Provost and Executive Vice President

- He expressed support and appreciation for Scholars Week activities.
- He will provide an end-of-year report at the June 2 Senate meeting.

Theresa Warburton, UFWW

- UFWW elections will be occurring in the next couple of weeks. Only current UFWW members can vote, and individuals should contact Chief Steward Batool Zaidi if they have questions.

Bidisha Biswas, Faculty Legislative Representative

- There was no report.

Sabina Gupta, AS Senate

- There was no report.

Action Items

- **Certify Senate Election Results (Received to Date):** A motion from Michael Slouber and seconded to certify the following Senators for AY 2025-27 was approved by consent:

  Area A – CSE

  - Camilo Ponton (Geology)
  - Catherine Clark (Chemistry)
  - Ramadha Piyadi Gamage (Mathematics)
  - Terek Algeddawy (Engineering and Design)
  - Junaid Khan (EECE, Physics and Astronomy)

  Area F – Fairhaven

  - Yanara Friedland (currently on leave, returning Fall Quarter)

  Area H – WCE

  - Sondra Cuban (Health and Community Studies)

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Graduate School

- Tim Bruce

Additional results are expected from CHSS and CENV, and will be voted on at the June 2 Senate meeting if available.

- **Faculty Handbook Revisions – Creation, Elimination, or Merger of a School, college, Academic Department, or Degree Program:** A motion from Senate Executive Council to approve the proposed Creation, Elimination, or Merger of a School, College, Academic Department, or Degree Program Faculty Handbook revision was brought to the floor.

  Faculty Governance – The following amendment to move the shared governance language in Section 2a and Section 2g to the preface and explicitly link the shared governance process outlined here to the principles in Section II.B was offered by Peter Pihos, UFWW, and seconded:

  > 2. Elimination or Merger of a School, College, Academic Department, or Degree Program
  >
  > These shared governance procedures are required to operationalize the elimination or merger of schools, colleges, academic departments, and degree programs authorized per section 5 of the UFWW-WWU Collective Bargaining Agreement. They are not intended to preclude departments from undertaking regular review and management of degree programs within their units.
  >
  > ~~a.~~The University will ensure transparency in these processes by clearly communicating proposed changes, rationales, and impact assessments to faculty through the Faculty Senate. This process aligns with the principles of shared governance and ensures meaningful faculty input outlined in Section II.B.
  >
  > …
  >
  > g. If the Faculty Senate opposes implementation of the proposed reduction, and the Provost nevertheless seeks to proceed, the Provost must respond to the Faculty Senate in writing with a justification for overruling the will of the faculty and a reiteration of the criteria. The Provost will recommend action to the President. All written recommendations and responses must be forwarded to the President and to the Board of Trustees. The Board of Trustees will make the final decision. ~~This process aligns with the principles of shared governance and ensures meaningful faculty input.~~

  The amendment was approved unanimously.

  UFWW-WWU Collective Bargaining Agreement– The following amendment to harmonize the CBA with the proposed language was offered by Peter Pihos, UFWW, and seconded:

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b. According to the UFWW-WWU Collective Bargaining Agreement, "'Program reduction' … is a function of the University in its regular review of enrollments, departments and programs, resource allocation, and strategic planning." The elimination or merger of a school, college; academic department; or degree program is a form of program reduction that may be initiated by the Provost or appropriate Dean(s) with a Program Reduction Proposal (PRP). ~~Program reduction is a function of the University in its regular review of enrollments, departments and programs, resource allocation and strategic planning, and may also be proposed due to a financial exigency or emergency, as per the WWU-UFWW Collective Bargaining Agreement.~~

…

h. Any terminations of faculty appointments must follow the Reduction in Force procedures agreed to in the UFWW-WWU Collective Bargaining Agreement. ~~If the decision is to merge or eliminate program(s) that would result in a reduction in force, the Provost will initiate the RIF declaration, following the process and procedures outlined in the relevant Collective Bargaining Agreement(s).~~

There was a question about when the RIF declaration process would commence in the PRP process. The Provost clarified that the sequencing is implied that the PRP process would end, then the RIF declaration would occur.

The amendment was approved unanimously.

Scope of PRP – The following amendment to clarify the scope of the PRP by noting that it applies to the merger or elimination of any program involving faculty duties, as well as the range of administrators who might make such a decision, was offered by Peter Pihos and seconded:

…

a. The outlined procedures for program reduction apply to the merger or elimination of any unit or program in which faculty duties (as defined by the UFWW-WWU Collective Bargaining Agreement) are performed. The phrase "schools, colleges, academic departments, and degree programs" includes all such activities. Similarly, the term "Deans" applies to all Academic Administrators with responsibility for a College or Academic Unit that has a faculty governance council as identified in Section II.A.

…

The amendment was approved unanimously.

Scope of PRP – The following amendment to provide additional description of how the Senate might deal with a PRP, was offered by Peter Pihos, UFWW, and seconded:

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f. Working with the affected college or department faculty governance bodies, Faculty Senate has 30 working days to deliberate and deliver a recommendation to the Provost regarding the PRP. The Faculty Senate will ensure sufficient communication with the affected stakeholders. Faculty Senate will evaluate, at a minimum, the degree to which the proposal fits the purported criteria in part 2b.

The Faculty Senate may exercise its powers under the Constitution and Bylaws of the Faculty Senate in responding to the PRP, including creating an ad hoc committee under Article 3.5 to make a recommendation to the Senate. The Senate may also request relevant information from the Provost or relevant Dean(s), which the administration will provide consistent with the principles of Section II.B.

…

The amendment was approved unanimously.

Minor Clarifications and Clerical Edits – The following amendment making minor clarifications to the criteria that the administration may use in proposing a PRP and on timing, as well as a few clerical changes, was offered by and seconded.

b. … A Program Reduction Proposal must be based on one or more of the following criteria:

A. Quality, Impact or Demand: As indicated by measures such as student success, Washington impact, enrollment or degree production, graduate outcomes, and scholarly productivity and impact.

B. Centrality: Alignment with the University Mission and Strategic Plan.

C. Financial: Budgetary or resource allocation issues compel the ~~program faculty and/or d~~Dean or ~~p~~Provost to seek ~~suspension of admission or~~ program ~~discontinuation~~reduction.

D. Organizational Restructuring: The program would be impacted by a merger or re-organization, or the need to address parallel or overlapping programming.

The Program Reduction Proposal procedure may only be initiated while adequate time remains during the academic year to ensure meaningful faculty input via the present and functioning shared governance system.

The PRP is a written document that must describe the rationale and what program(s) would be impacted. It must also describe general anticipated impacts to positions in those areas. It is distinct from a formal Reduction in Force (RIF) declaration, as addressed below.

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d. In the case of a proposed reduction of a~~n~~ school, college, academic department or degree program by the Provost, the relevant Dean should be consulted prior to initiating the process of a formal proposal.

e. The PRP must be communicated simultaneously to the affected Dean(s), affected unit, and to the Faculty Senate, and UFWW leadership. The relevant ~~d~~Dean(s) is/are responsible for distributing the Program Reduction Proposal to relevant college- or department-level governance groups. The Faculty Senate is responsible for coordinating their communications with those groups.

The amendment was approved unanimously.

The Senate passed the motion to approve the proposed Creation, Elimination, or Merger of a School, College, Academic Department, or Degree Program Faculty Handbook revision, as amended, by a vote of 24 yes, two abstentions.

- **Faculty Handbook Revisions – Revisions to Previously Approved Sections:** The agenda item was postponed to the June 2 Senate meeting due to time constraints. The Senate President asked that any amendments or proposed edits be submitted to the Faculty Senate office by Tuesday, May 27, 3:00 p.m.

Discussion Items

- **Faculty Relations with the Disability Access Center (DAC):** Melynda Huskey, Vice President for Student Affairs, Josef Mogharreban, DAC Director, and Daniel Records-Galbraith, CRTC Director, attended the meeting at the request of the Senate to follow up on several issues of concern. They were requested to address the following specific questions:

  - What sorts of measurements and standards are used to assess the need for accommodations?
  - What is the data on outcomes for students with accommodations (i.e., the evidence that a particular accommodation gives the access required by the ADA)?
  - How does the DAC reckon with the problem of faculty workload when a large course may involve dozens of personalized accommodation plans?
  - How does the DAC compare with those at peer institutions?
  - What is the spread of disability types and how are they evaluated? What is the proportion of students who present with physical, mental, or cognitive learning disabilities? Are all evaluated in the same way?

  Vice President Huskey said that these are maybe not the questions that they are able to answer. Senate Executive Council members stated that these are the questions

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that they would like addressed. Theresa Warburton, proxy for the UFWW President, stated that one of the big issues this year has been communication on accommodation and implementation. For example, how can faculty know what they are doing in a classroom is working? She also cited workload issues, resources needed to provide access, and the interaction of the ADA with other policies and rights as concerns.

There was a question regarding what sorts of measurements and assessments are used by the DAC. Josef Mogharreban, DAC Director, stated that the ADA lays out a process not a prescription and described the current intake and accommodation process for students.

The Faculty Legislative Representative stated that the Senate Executive Council developed its questions because of extensive conversations across the university and the need for understanding of clear processes and outcomes of the accommodations. CRTC Director Daniel Records-Galbraith stated that the ADA requires engagement with process regardless of outcomes. Vice President Huskey stated that the DAC practices align with many if not all universities and are embedded in national discourse. There was additional discussion about the use of GLEAN and how it is assessed as compared with a human notetaker, and about student follow-up regarding whether specific accommodations worked for them. A senator expressed appreciation for the work of DAC.

The discussion had to be curtailed due to time constraints. President-Elect Erika McPhee-Shaw stated that the issue will be a Senate discussion item in the Fall, including workload and academic freedom issues.

- **Qualitative Student Course Evaluation Task Force Recommendations:** Bhaskar Ramasubramanian, Task Force Chair summarized the Task Force's work and the three questions included in the recommendations:

  1. What aspects of the course impacted your learning the most?
  2. What changes might improve the course experience for future students?
  3. Did you use any on-campus or other resources that helped you during the course?

  There was a clarification that these three questions would replace the current questions on all course evaluation forms, in addition to being a separate qualitative-only course evaluation form. There was a suggestion to make question three an open-ended question (what, if any) and to replace "on-campus" with "University" in the same question. There was a suggestion to drop "experience" from question two. A comment was made that "impacted" in question one doesn't necessarily mean positive, and it might be substituted with "benefitted".

  Senate President Slouber said that the intent is to have a Senate vote on June 2 on approving the questions. Senators should seek constituent feedback on the proposal and provide any suggested changes to the Faculty Senate prior to the vote.

Items from the Floor

- **AAUP Demands:** The following WWU students spoke regarding the May 5, 2025 Senate approval of Resolution No. 2025-04 to Defend Higher Education, Western Washington University, and the Western Community by Endorsing AAUP Demands:

    - Madeline Teitelman – IHRA Definition of Antisemitism
    - Maya Moore – Emotional Side of Demands #7 and #8
    - Noa Upfeld – Demand #10 and Israeli Perspective

Adjournment

The meeting adjourned at 5:43 p.m.

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Faculty Senate Attendance
05/19/2025

Voting Members			Non-Voting Members		
Camilo Ponton	CSE-Geology	x	Sabina Gupta	ASWWU Senate	x
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	--	Theresa Warburton/Peter Pihos	UFWW	x
Erika McPhee-Shaw	CENV-ESCI	x			
Ernest Hartwell	CHSS-HUM-LLC	x	**Committee Chairs and Senate Representatives**		
Gabe Gossett	Libraries	x	Bidisha Biswas	Legislative Rep	x
Greg Youmans	CHSS-HUM-English	x	Kristi Tyran	Budget Rep	--
James Ray	CFPA-Music	x	Melissa D'Eloia	ACC	x
Jeffrey Meier	CSE-Math	x	Derek Moscato	ATC	--
Jim Cooper	CSE-Biology	x	Shevell Thibou	CUE	--
Jim Graham	CHSS-SBS-Psychology	--	Shawn Knabb	SOCEC	--
John Bower	Fairhaven	x	Eva Gil	SLC	--
John Gialanella	CFPA-Design	x	Brandon Dupont	Ad Hoc Handbook	x
Kameron Harris	CSE-Computer Science	x	Cindy Elliser	CUP	--
Lindsay Foreman-Murray	WCE-Ed Leadership	x			
Margarita Ruiz-Guerrero	WCE-ECE	x	**Recorder**		
Mark Peyron	CSE-Engineering & Design	--	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	Madeline Teitelman	Student	x
Ramadha Piyadi Gamage	CSE-Math	x	Maya Moore	Student	x
Ron Helms	CHSS-SBS-Sociology	x	Noa Upfeld	Student	x
Sondra Cuban	WCE-HCS	x	Melynda Huskey	VP, Student Affairs	x
Stephanie Gomez	CHSS-HUM-Jou/Com	x	Joseph Mogharreban	Director, DAC	x
Steven Garfinkle	CBE-Economics	--	Daniel Records-Galbraith	Director, CRTC	x
Tesla Monson	CHSS-SBS-Anthro	x	Bhaskar Ramasubramanian	Chair, Qualitative Evaluation Task Force	x
Tim Bruce	Graduate School	x			
Xiaofeng Chen	CBE-Decision Sciences	x			

Voting Attendees	26	**Non-Voting Attendees**	16	**Total Attendees**	**42**

Not Official