Sent for Senate Approval: 11/24/2025

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Official Minutes
Faculty Senate Meeting
11/10/2025

For Approval

Call To Order and Approval of Minutes

Call to Order: Senate President Erika McPhee-Shaw called the meeting to order at 4:01 p.m.

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

- October 10, 2025 ACC Minutes
- October 27, 2025 Faculty Senate Minutes
- October 28, 2025 Senate Library Committee Minutes

Executive Council Actions

- November 5, 2025 Senate Executive Council letter to the Provost and Executive Vice President regarding shared governance and changes to WWU's admissions policies

Reports and Announcements

Erika McPhee-Shaw, Senate President

- The Senate Executive Council sent a letter to the Provost, copied to the President and Vice Provost for Enrollment Management, expressing serious concerns about shared governance with respect to the enrollment initiative. The letter also included pathways for moving forward. Senators were directed to the Executive Council Actions section of the November 10 minutes for a linked copy.

Sabah Randhawa, University President

- He and the Provost did not attend the October 27 Faculty Senate meeting due to a Board of Trustees session in Seattle. The most important topic at that meeting was the enrollment decline this year. The decision to undertake the enrollment initiative is an existential question about the future of the University, especially in

light of the budget news coming out of Olympia. Student housing was also talked about during the BoT session, and there will be a report on this issue shared with the Senate.
- With respect to the current Department of Justice inquiry, not much has changed due to the federal government shutdown. The University has not heard back from the DOJ regarding WWU's confidentiality agreement proposal, and the University has decided to redact names on advice of AAG regardless of the outcome of the request. The remaining batch of information to be submitted is incidents involving specific students/faculty.

Brad Johnson, Provost and Executive Vice President

- The AI Task Force to discuss broad issues is going to move forward, though funding has not been confirmed yet. He will meet with Senate Executive Council soon to discuss first steps and initial scope of work.

Theresa Warburton, UFWW President

- The UFWW is hosting a screening of "Verona: The Story of the Everett Massacre" on November 15 at 4:00 p.m. at the Bellingham Union Center on State Street. This event is in conjunction with labor partners.

Gabe Gossett, Appointments & Elections Officer

- Senators were reminded about the current call to service for the CUE GUR Reform: Power, Equity, and Justice Task Force.

Bidisha Biswas, Faculty Legislative Representative

- The Council of Faculty is working on strategies for its three priority issues: funding, FAFSA completion, and faculty protections on public records requests. On public records requests, a meeting with the Governor's Office is expected soon.

Telsa Monson, Faculty Senate Budget Representative

- The rescheduled University Budget Forum is Wednesday at 4:00 p.m. in Bond Hall 105.

John Hardgrove, ASWWU Senate

- He met with Faculty Senate President McPhee-Shaw to talk about how the themes raised in a recent Jill Lepore article might be an opportunity for positive conversations between the Faculty senate and ASWWU Senate, especially about taking stock of WWU strengths and what we want the future WWU to look like. He is working with a small group of students to discuss next steps, which could

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include events similar to the Faculty Senate/Office of Equity's Building Community Through Difficult Conversations series.

Discussion Items

- **United Faculty of Washington State:** Bill Lyne, President of United Faculty of Washington State, gave a presentation about WFWS and its work in Olympia on higher education issues. The state is facing a $1.0 – 1.5 billion deficit, notwithstanding federal policy impacts, and the word is that there will be no new taxes and a proposed cut to higher education of up to five percent. He sees the higher education budget in both a fiscal and a political context, stating that last year's work was well-organized and prevented a catastrophic outcome. This is the political predicament for the foreseeable future, with the two real sources of revenue for Western being state appropriations and tuition.

  Because of this, the effort is to enroll more students by addressing enrollment barriers for the 50% of Washington students who do not go on to higher education, which have been identified as cost and bureaucracy. He spoke in support of the President's Strategic Enrollment Growth Initiative. Because the Washington College Grant covers the full cost of tuition at sticker price, this will help with revenues. He stated that workload and curricular issues will need to be negotiated with UFWW and will require moving resources from the top end to lower end of curriculum.

  During discussion, senators discussed the need for resources to support student retention and the need for faculty participation in the process.

- **President's Strategic Enrollment Initiative:** Brad Johnson, Provost and Executive Vice President, discussed the guaranteed admissions pilot program. He spoke about designing systems of support, including developing courses with the Mathematics Department and partnering with community colleges. He stated that the enrollment initiative is an access question, not a standards question, and that it is designed to put the opportunity of attending WWU in front of students. Currently, WWU is in last place compared to the other four-year publics in Washington in serving Pell and Pell-eligible. He also described internal stresses caused by a gap in enrollment, which is at 2005-06 levels, and staffing. He responded to concerns that students are being set up to fail, stating that these are the same students who are already being admitted.

  During discussion, the following questions and concerns were raised:

  - How was GPA level under the guaranteed admission pilot was determined? The Provost stated that it is the retention level break point.
  - What is the percentage of students included in the pilot who are graduating without Algebra II? The Provost stated that it is a small number of students.
  - More faculty and staff are needed to address student academic supports (based on the academic index).
  - The initiative may create competition between department/programs.

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- Faculty need more time (workload impact).
- Could ASWWU collect data about students who cannot access courses due to availability constraints?
- Is there data about whether guaranteed admissions works? It was reported that there is not much data available, but some states that have implemented guaranteed admissions are Michigan and Tennessee, as well as some CSU schools.
- There is a request from UFWW to revisit developing a MOU to support faculty outreach to high school students, based on the program at Evergreen College.
- In addition to the advising component, affinity groups, belonging, and navigation are also important to students.

Items from the Floor

- **Three-Year Degree Programs**: Senator Jim Cooper (CSE-Biology) requested that the Faculty Senate reach out to faculty at Central Wasington University and Eastern Washington University to learn more about their experiences with their institutions' decision to move forward with reduced-credit three-year baccalaureate degrees. The Senate Executive Council will discuss adding this issue to the Senate agenda as a discussion item.

- **CHSS AI/LLM Policy:** Senator Johann Neem (CHSS-History) raised a constituent request that the Faculty Senate discuss the recently-adopted CHSS FAC policy that prohibits the use of AI/LLMs for any step in the process of evaluating applications for probationary review, tenure, post-tenure review, promotion, or professional leave.

Adjournment

The Senate adjourned at 5:26 p.m.

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Faculty Senate Attendance Senate
11/10/2025

Voting Members			Non-Voting Members		
Brianna Delker	CHSS-SBS-Psychology	x	John Hardgrove	ASWWU Senate	x
Camilo Ponton	CSE-Geology	x	Sabah Randhawa	President	x
Catherine Clark	CSE-Chemistry	x	Brad Johnson	Provost	x
David Yang	WCE-ELIT	--	Christopher Bianco	Council of Deans	x
Dawna Drum	CBE-Accounting	x	Theresa Warburton	UFWW President	x
Dennis Whitcomb	CHSS-HUM-Philosophy	x			
Erika McPhee-Shaw	President (At-Large)	x			
Ernest Hartwell	CHSS-HUM-LLC/Linguistics	x	**Committee Chairs and Senate Representatives**		
Gabe Gossett	Libraries	x	Bidisha Biswas	Legislative Rep	x
Greg Youmans	CHSS-HUM-English	x	Tesla Monson	Budget Rep	NA
Heather Moore	CHSS-SBS-SLHS/HHD	x	Michael Slouber	Past President	x
James Ray	CFPA-Music	x	Melissa D'Eloia	ACC	x
Jane Wong	CHSS-HUM-Ethnic Studies	--	George Zhao	ATC	--
Jason Query	CBE-Economics	x	Kendra Dupuy	SLC	--
Jim Cooper	CSE-Biology	x	Shawn Knabb	SOCEC	--
Johann Neem	CHSS-HUM-History	x			
John Gialanella	CFPA-Design	x			
Junaid Khan	EECE, Physics & Astronomy	x	**Recorder**		
Kameron Harris	CSE-Computer Science	x	Becky Johnston	Faculty Senate	x
Maria Timmons Flores	WCE-ECE	x			
Maura O'Leary	CHSS-SBS-Linguistics	x	**Guests**		
Patrick Buckley	CENV	x	Bill Lyne	United Faculty of Washington State (CHSS-English)	x
Ramadha Piyadi Gamage	CSE-Math	--			
Ron Helms	CHSS-SBS-Sociology	x			
Sondra Cuban	WCE-HCS	x			
Stephanie Gomez	CHSS-HUM-Jou/Com	x			
Tarek Algeddawy	CSE-Engineering & Design	x			
Tesla Monson	CHSS-SBS-Anthro	x			
Tim Bruce	Graduate School	x			
Yanara Friedland	Fairhaven	--			

Voting Attendees	26	**Non-Voting Attendees**	10	**Total Attendees**	**36**

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