

FACULTY SENATE MEETING MINUTES

April 8, 2026

Meeting Location: Hybrid (Grupe Center and Zoom)

Call to Order: 3:10 PM

ATTENDANCE

Senators and Alternates:

Allyson Rogan-Klyve, Amanda Obery, Amy Claridge, Ana Freire, Anne Cubilie, Brita Williams, Bruce Palmquist, Carlo Smith, Christopher Schedler, Chong Eun Ahn, Cristina Bistricean, Dia Gary, Emilie Hancock, Eric Cheney, Eric Hougan, Eun Young Lee, Gabrielle McNeillie, Gary Bartlett, Jill Perillo-Clark, Jim Johnson, John Bowen, John Choi, Julia Stringfellow, Kate Reynolds, Kathryn Stahl, Ke Zhong, Keith Lewis, Kyung Hee Im (Kate), Lila Harper, Mary Radeke, Matthew Altman, Michael Johnson, Natashia Lindsey, Nathalie Kasselis, Naomi Petersen, Nicole Lamartine, Nikki Jastremski, Peter Klosterman, Richard Marsicano, Robert Pritchett, Ruthi Erdman, Tafere Belay, Teneccia Dacass, Timothy Englund, Timothy Hagen, Timothy Melbourne, Todd Weber, Upakar Bhatta, Wendie Castillo.

Guests: Arturo Torres, Aylin Parrazal-Bravo, Cynthia Pengilly, Erin Craig Ricketson, Hope Amason, Hondo Acosta-Vega, Hope Amason, Joel Klucking, John Logwood, Joy Fuqua, Julie Baldwin, Kara Gabriel, Patrick Pease, Selena Castro, Sydney Thompson.

CALL TO ORDER

The meeting was called to order. Welcome remarks and meeting guidelines were provided, including participation instructions for in-person and Zoom attendees.

ROLL CALL

Roll call was completed via QR code and sign-in sheet. Quorum was confirmed.

APPROVAL OF AGENDA

The agenda for the April 8, 2026 meeting was distributed to Senators on April 2, with a revised version sent on April 7. A motion was made and seconded to amend the agenda by adding two additional motions following Motion 25-18: Motion 25-21 (Interpreter Training Program prefix) and Motion 25-22 (Kinesiology prefix). The amendment was approved by voice vote. The agenda, as amended, was approved.

APPROVAL OF MINUTES

Motion No. 25-17: Approval of the March 4, 2026 Faculty Senate meeting minutes. No corrections or changes were proposed, and the minutes were approved as presented.

PRESENTATIONS

Accessibility and Disability Study Program Transfer (ADS)

Chris Schedler, Naomi Petersen, and Cynthia Pengilly presented the proposed transfer of the Accessibility and Disability Studies program. The program, established in 2017 as an interdisciplinary initiative, was designed to prepare students for a wide range of professions related to accessibility, including education, healthcare, and user experience design.

Presenters explained that while the program has been successful and widely supported, its current placement within the education-focused department has created structural and sustainability challenges due to limited support for interdisciplinary programs. The proposed transfer to the English Department is intended to better align the program with faculty expertise, particularly in accessibility, online instruction, and professional writing.

The English Department highlighted its capacity to support the program through existing faculty expertise, online delivery capabilities, and alignment with professional and cultural studies. The transition will initially focus on maintaining the minor while revising curriculum and exploring opportunities for growth, including potential partnerships and expanded certificates.

General Education CAT Team

Erin Craig Ricketson and Peter Klosterman provided an update on the General Education CAT Team's work. The team has focused on developing program-level learning outcomes based on campus feedback gathered through forums and consultations.

Five core outcome areas were identified: problem solving, critical analysis, communication, information literacy, and humanistic and global understanding. The latter represents a newly emphasized area not previously articulated at the program level.

The CAT Team described efforts to align these outcomes with existing curriculum while simplifying assessment processes. Current assessment structures were described as overly complex, involving dozens of outcomes, which limits meaningful evaluation. The proposed model focuses on fewer, program-level outcomes assessed across courses.

The team also outlined ongoing collaboration with the General Education Committee and announced upcoming campus forums (April 16) to gather feedback on draft program structures. Final recommendations are expected to be presented to Faculty Senate in May.

Budget Presentation

Joel Klucking, Senior Vice President of Finance and Administration, presented an overview of the FY27 budget development process, key assumptions, and financial outlook.

The university is projecting total enrollment of approximately 8,200 students for FY27, compared to just over 8,300 in FY26, reflecting a decline of roughly 100–130 students (about a 1.6% decrease). Ellensburg campus enrollment is expected to account for the majority of this decline. First-time-in-college enrollment is projected at approximately 1,600 students, slightly above the prior year by an estimated 50 students.

At the state level, CWU is expected to receive a net increase of approximately \$3.3 million in funding due to maintenance-level adjustments, despite broader reductions across higher education. However, the university continues to operate within a structural deficit, estimated at approximately \$2 million for FY27, following a similar deficit in FY26 that is being managed through salary savings.

The total operating budget across all funds is approximately \$240 million, with state general funds comprising about 63% of that total. The state general fund budget alone is approximately \$149 million, supporting core academic operations.

The budget development process is driven by several key revenue and cost assumptions, including:

- A 3.3% tuition increase (previously approved by the Board of Trustees)
- A 2.75% increase in housing and dining rates
- Proposed student fee changes, including:
 - Elimination of the library and multimodal fees
 - A proposed \$25 per term increase to the health and counseling fee (reduced from an earlier \$60 proposal)
 - A proposed \$249 per term course materials fee, subject to student referendum, allowing students to opt in for bundled course materials

The presentation also highlighted enrollment trends over the past five years, noting that while enrollment continues to decline, the rate of decline has slowed, from larger drops in prior years to a projected 1.6% decrease in FY27.

Faculty funding was described within the values-based budgeting model. Total faculty salary costs are projected at approximately \$51 million, including \$39.9 million for tenured and tenure-track faculty. Instructional planning is based on an estimated 331,000 student credit hours (SCH) annually. Of these, approximately 176,000 SCH are expected to be taught by tenure-track faculty (based on a target of 210 SCH per term), with the remaining 154,800 SCH assigned to non-tenure-track faculty.

Klucking noted that SCH targets are still based on 2018 benchmarks, which are intended to reflect a “normal” pre-pandemic instructional model. However, he acknowledged ongoing

concerns that current teaching realities differ from these assumptions, contributing to structural budget gaps.

Within Academic Affairs, funding increases of approximately \$1.9 million are directed primarily to the four academic colleges, while non-college academic support units collectively experienced a slight reduction of approximately \$53,000. Across non-academic divisions, budgets remain largely flat despite anticipated 2% salary increases, due to required internal reductions totaling approximately \$800,000 across divisions.

Discussion following the presentation included questions regarding:

- **The proportion and role of non-tenure-track faculty in instruction:** Faculty raised concerns about the increasing reliance on non-tenure-track instructors and questioned how this aligns with long-term instructional quality and institutional priorities.
- **The sustainability of SCH targets based on pre-pandemic data:** Senators expressed concern that using 2018 student credit hour benchmarks does not reflect current enrollment patterns or instructional realities, potentially creating unrealistic expectations.
- **Administrative versus instructional spending transparency:** Faculty requested greater clarity on how funds are distributed between administrative operations and direct instructional support, emphasizing the need for transparency in budget priorities.
- **Housing capacity and residency requirements:** Questions were raised about current housing capacity, including whether the university can adequately support residency requirements and how those policies impact enrollment and student experience.
- **Student fee impacts and affordability:** Senators voiced concern about the cumulative impact of proposed fee increases on students, particularly in the context of broader affordability challenges.
- **Delays in travel reimbursement processing:** Faculty noted ongoing delays in reimbursement timelines, highlighting the financial burden placed on employees who must cover costs upfront.

Klucking emphasized that while financial pressures remain, the institution is working to stabilize operations through careful budgeting, enrollment management, and incremental adjustments to revenue and cost structures.

SENATE CHAIR REPORT

The Chair opened by welcoming faculty to Spring Quarter and acknowledged the continued engagement of faculty and staff in recent governance-related discussions. She expressed appreciation for those who participated in the second round of faculty forums held in

March, noting that these forums provided an important space for faculty and staff to share concerns and experiences during a period of significant institutional tension. She also thanked Chair-elect Claridge for stepping in to lead one of the forums in her absence.

The Chair reported that members of the Board of Trustees Academic Affairs Committee (BOT AAC) attended each of the March forums, which she described as an important step toward increased communication between faculty and the Board. She clarified that while staff were invited to participate in these forums, Faculty Senate does not represent staff; rather, the intent was to create space for colleagues across the university to be heard. Following these conversations, the Executive Committee was invited to participate in a monthly labor meeting, and it was agreed that an EC liaison will attend these meetings moving forward to strengthen communication and collaboration between faculty and staff leadership groups.

The Chair provided an update on ongoing meetings between the Executive Committee and the BOT AAC, including the launch of a public SharePoint site containing meeting notes and shared governance materials to increase transparency. She noted that during the March 20 meeting, the Executive Committee expressed concern that messaging from the Board's special meeting had contributed to increased distrust among faculty. The Board indicated that legal constraints had limited what could be communicated at that time, which led to a subsequent meeting on March 26 to provide additional information.

The Chair summarized several recommendations shared by the BOT AAC, including continuing biweekly meetings with faculty leadership, engaging a third-party consultant focused on shared governance, hosting Board listening sessions, establishing regular meetings between Board leadership, Faculty Senate leadership, and administration, and creating a standing report from the Faculty Senate Chair at Board meetings. The Chair indicated she will begin providing this report at the May Board of Trustees meeting.

Despite these steps toward increased communication, the Chair emphasized that significant concerns remain unaddressed. She noted ongoing uncertainty regarding proposed revisions to the Faculty Code, particularly whether those revisions would occur through established shared governance processes or through external consultation structures. She also expressed concern that the Board has publicly affirmed support for the university president without clearly addressing the leadership concerns raised by faculty in the vote of no confidence. While the President's April 2 communication was noted as an improvement in tone, the Chair indicated that it did not include specific actions, timelines, or mechanisms for meaningful faculty engagement.

The Chair further reported that faculty have consistently expressed a need for greater transparency, clearer communication, and meaningful inclusion in decision-making processes related to academic policy, budgeting, hiring, and institutional direction. She emphasized that faculty expect to be treated as partners in shared governance and that concerns about condescension, lack of responsiveness, and potential retaliation continue to

be raised. The Executive Committee will continue to communicate these concerns to the BOT AAC and advocate for a more collaborative and transparent process moving forward.

In addition to governance-related updates, the Chair highlighted ongoing Faculty Senate work. She reported that efforts are underway to relaunch the Budget and Planning Committee, with revised responsibilities aimed at strengthening faculty understanding of and participation in institutional budgeting processes. She also noted that the Faculty Senate Curriculum Committee (FSCC) continues to work on issues related to three-year degree proposals and the HyFlex course definition, including gathering additional faculty input through surveys and discussions.

The Chair provided an update from the Global Literacy Ad Hoc Committee, noting that the committee has been working to define its scope in light of evolving institutional priorities and external policy changes. The committee is exploring how Global Literacy outcomes may build upon or integrate aspects of existing ADI (anti-racism, diversity, and inclusion) outcomes, with the goal of broadening their application to global contexts. Planned next steps include consultation with faculty experts, coordination with the General Education CAT Team, and development of draft outcomes for Faculty Senate review.

The Chair also acknowledged recent support from the Provost, including changes that dedicate the Faculty Senate Administrative Assistant fully to Senate work, relocation of office space to better support Senate operations, and funding to support Executive Committee work over the summer. She further reported on discussions regarding Faculty Senate participation in the Academic Affairs Council, noting that while full membership may not be feasible, a revised approach will allow for regular communication and opportunities for faculty input on academic initiatives and policy changes.

The Chair concluded by encouraging continued faculty engagement and mutual support, emphasizing that the strength of the faculty community remains a source of hope during ongoing challenges. She also announced a collaborative faculty event being planned for May 6 following the next Senate meeting, intended to provide an opportunity for faculty to connect and build community.

ASSOCIATE VICE PRESIDENT OF FACULTY SUCCESS REPORT

A written report was provided by Dr. Delgado. The Chair noted that an Online Education Report had been distributed but was not presented due to time constraints. A faculty survey will be developed to gather feedback, and Senators were asked to review and discuss the report within their departments.

Additionally, a revised Faculty Evaluation Criteria Guidelines document was shared, incorporating faculty feedback. Senators were invited to provide further input to ADCO leadership.

FACULTY ISSUES

Updates

The Chair provided updates on previously raised concerns, including:

- Brand rollout clarified as gradual and not requiring immediate departmental funding changes
- Ongoing discussions with the Provost regarding class size decision-making processes
- Budget transparency addressed through the current budget presentation
- Investigation into late student enrollments
- Development of SEOI tools for HyFlex courses

New Issues

Faculty raised several new concerns:

- Non-tenure-track faculty lack compensation or WLUs for committee service, limiting their participation in shared governance and reducing representation.
- Concerns about the environmental and labor impacts of AI usage at the university, including alignment with the institution's climate action commitments.
- Delays in travel reimbursement processes (3–4 weeks), creating financial strain for faculty required to front costs.

STUDENT REPORT

ASCWU Senate Speaker Aylin Parrazal-Bravo reported on student concerns and upcoming initiatives. A central focus was a March 31 student protest, where students expressed concerns about transparency, shared governance, and institutional response to key issues. Students voiced strong support for faculty during the vote of no confidence and indicated that recent events have increased distrust in university communication practices.

Students also raised concerns about the university's lack of public response to neo-Nazi posters on campus, describing the silence as contributing to feelings of being unsafe and unsupported. Additionally, students cited inconsistent enforcement of the "no political clubs" policy, which they perceived as unequal and politically biased.

The report emphasized growing student dissatisfaction and a perception that concerns are not being adequately addressed by university leadership.

The speaker also highlighted upcoming events, including the Women in Law program in Olympia and multiple student organization events throughout the quarter.

REPORTS/ACTION ITEMS

Executive Committee

Motion 25-18: Ratification of 2026–2029 committee nominees was approved by voice vote.

Additional Motions

Motion 25-21: Approval of a new Interpreter Training Program (ITP) prefix housed in World Languages passed following brief discussion emphasizing workforce demand and disciplinary distinction.

Motion 25-22: Approval of a new Kinesiology (KIN) prefix passed, consolidating existing programs for improved clarity and alignment.

Bylaws and Faculty Code Committee

Motion 25-19 and Motion 25-20 were introduced for the first reading. No discussion occurred, and Senators were asked to gather departmental feedback.

Legislative Representative Report

Matt Altman provided a summary of the legislative session, noting that while many proposed bills did not pass, the final state budget was favorable to higher education. He emphasized ongoing relationship-building with legislators and encouraged faculty to share priorities for future advocacy.

PROVOST REPORT

Provost Pease provided an overview of proposed federal budget changes and their potential impact on higher education. While Pell Grant funding appears likely to remain stable—an important consideration given that approximately 45% of CWU students rely on it—the Provost noted that other areas of federal support present significant concerns.

Proposed reductions include the elimination or scaling back of key student support programs such as TRIO, federal work-study, childcare assistance, and supplemental grant programs. The Provost emphasized that while Pell funding may remain intact, the loss of these additional supports could significantly affect student access, persistence, and overall success, particularly for students with financial need.

Additional concerns include potential reductions in institutional support programs, cuts to federal research funding (including NIH and NSF), and decreased investment in workforce development initiatives. The Provost noted that these changes could disproportionately impact regional comprehensive institutions like CWU by limiting access to funding streams and increasing financial pressure on both students and the institution.

The Provost clarified that these proposals are not yet finalized but represent potential policy directions at the federal level that warrant close attention. He emphasized that the university is actively monitoring these developments and will assess possible institutional responses as more information becomes available.

CHAIR-ELECT REPORT

The Chair-Elect encouraged faculty to continue bringing forward concerns and ideas, emphasizing the importance of engagement in ongoing governance discussions. Faculty were invited to attend the upcoming Open Executive Committee meeting.

NEW BUSINESS

No new business was brought forward.

ADJOURNMENT

The meeting adjourned following a motion and second. The next Faculty Senate meeting is scheduled for May 6, 2026.