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Board of Trustees Meeting
Full Board Packet

May 2022



BOARD OF TRUSTEES

CWU TRUSTEES QUARTERLY BOARD MEETING

AGENDA

Friday, May 20, 2022

Hotel Windrow/Yakima Room
502 N Main Street
Ellensburg, WA

9:00 – 9:15 Executive Session Briefing
As allowed by RCW 42.30.110 (g)

9:20 AM
Business meeting

Official Communications & Public Comment

Board Planning

Mission Vision discussion

Provost's Report

FY 23 Enrollment and Budget Update

Title IX Presentation

Action Agenda



Central Washington University
Board of Trustees
May 20, 2022

ACTION – Approval of the minutes of the regular meetings of February 17-18, 2022.

We recommend the following motion:

The Board of Trustees of Central Washington University hereby approves the minutes of the regular meetings of February 17-18, 2022.

Submitted:

A handwritten signature in black ink that reads 'Linda Schactler'.

Linda Schactler
Chief of Staff

Approved for Submittal to the Board:

A handwritten signature in black ink that reads 'A. James Wohlpart'.

A. James Wohlpart
President



BOARD OF TRUSTEES

Board of Trustees Minutes February 17-18, 2022

February 17, 2022

Student Union Recreation Center, Room 301

WORK SESSION

Vice Chair Conner convened the board work session at 10:05 a.m.

Trustees Present:

Robert Nellams, Chair (via Zoom)
Ray Conner, Vice Chair
Erin Black
Jeff Charbonneau
Gladys Gillis
Paige Hall
Jeff Hensler
Zabrina Jenkins

Staff to the Board:

Jim Wohlpart, President
Linda Schactler, Board Secretary & Chief of Staff
Joel Klucking, Board Treasurer & Vice President for Business & Financial Affairs
Kim Dawson, Executive Assistant to the President/Board of Trustees
Alan Smith, Assistant Attorney General (via Zoom)

Executive Staff:

Andreas Bohman, Vice President for Operations
Kandee Cleary, Vice President for Diversity, Equity, & Inclusivity
Michelle DenBeste, Provost/Vice President for Academic & Student Life
Paul Elstone, Vice President for University Advancement
Kremiere Jackson, Vice President for Public Affairs

Vice Chair Conner chaired the meeting and introduced our newest trustee, Jeff Charbonneau. Jeff is a CWU alumnus several times over and has taught for CWU. He was the 2013 National Teacher of the Year and serves on the Washington Student Achievement Council.

Approval of Agenda

Motion 22-01: Ms. Gillis moved that the Board of Trustees of Central Washington University approve the agenda of the meetings of February 17 and 18, 2022. Ms. Black seconded the motion, which the board unanimously approved.

Approval of Minutes

Motion 22-02: Ms. Gillis moved that the Board of Trustees of Central Washington University approve the minutes of the meetings of October 21 and 22, 2021. Ms. Black seconded the motion. The motion was approved.

COMMUNICATIONS

1. An anonymous letter dated October 28, 2021 regarding mandatory COVID-19 testing.
2. An email, dated December 31, 2021 from David Utting in Perth Western Australia, expressing his appreciation for CWU's Nick Zentner, stating that his "services to education and community engagement stands out as a truly outstanding achievement."

PUBLIC COMMENT

No one signed up for public comment.

PRESIDENT'S REPORT

President Wohlpart reported that work to refresh the university vision and mission is underway and open forums will be held in March. Vice President Klucking is rolling out values-based budgeting. Listening sessions were recently held to get campus feedback on whether to create a vice presidential position to oversee student success functions and an integrated plan for recruitment, retention, persistence, and success. Feedback was supportive of creating a Division of Student Engagement and Success and a search for a vice president will be launched soon. Dr. Cleary is continuing to lead work on the Equity Scorecard along with the steering committee appointed to support with this work. Diversity, Equity and Inclusion (DEI) staff also are doing the work required by SB 5227 to eliminate structural racism in institutions of higher education through training and policy review. Assessment of our branding is underway.

CWU is working with Campbell and Company to draft brand and case statements connected to the initiative to reset the vision for CWU. Trustee Jenkins asked to know the process through which Campbell and Company had been retained. The president responded that the question would be addressed in Friday morning's session with the consultant.

BUDGET WORK SESSION

Vice President Klucking reported that, despite the emphasis on budget and finance across the university, largely due to the implementation of the RCM/ABB budget model, faculty and staff collectively lack a real understanding of budget and financial issues. Business and Financial Affairs staff have re-designed our approach to the presentation of budget and financial concepts to better match the desire for more consumable information to non-financial users. The rollout of values based budget has been well received.

Vice President Klucking added that we do have some bright spots with regard to enrollment. Traditionally underrepresented groups (TUGS) are improving and investments appear to be closing the gap. Increasing yield of applications is the focus now. Acceptances are trending stronger and confirmations are strong.

RESEARCH PRESENTATION

The Board and Executive Leadership Team members walked to Discovery Hall for a presentation by Dr. Susan Kaspari on Geological Sciences and Sustainability Practices. She presented on her current research related to climate and environmental change, including information on how important CWU students

are to this research. Following the presentation, she provided a short tour of the Ice Core and Murdock Laboratories in Discovery Hall.

In addition to Professor Kaspari, Dr. Angela Halfpenny, Murdock Laboratory Manager, and Department of Geological Sciences engineering technician students participated in the tour. CWU students Erliana Acob and Trent Adams also were present.

The work session ended at 12:00 p.m. Board members and President and Mrs. Wohlpart had lunch at University House. No business was conducted. The work session reconvened at 1:30 p.m. in SURC 301.

HIGH IMPACT PRACTICES

Provost DenBeste introduced guests from CWU's Supply Chain Management Program. Students from the College of Business "No Chain, No Gain!" team shared their experience and success in a regional supply chain case competition hosted by the Boeing Company. The presentation to the board involved the following students:

- Eli Washburn
- Felicia Johnson
- Lindsay Smith
- Makinzie Packwood
- Wendell Jopson

In addition to the students, the following faculty also participated in the presentation to the board:

- Carlo Smith, Chair, Department of Finance and Supply Chain Management
- Rob Ogburn, Lecturer, Department of Finance and Supply Chain Management and Boeing Case Competition Team Facilitator

UNIVERSITY CENTER REPORT

Ediz Kaykayoglu, Dean of Extended and Global Education, and Lauren Hibbs, Executive Director of Extended Learning, presented on CWU's University Centers. Since the establishment of the first CWU University Center, the University Centers have been pinched by competition from neighboring branch campuses, online programs and community colleges. In an effort to provide baccalaureate programs the state has:

- created six, urban-area branch campuses associated with the state's research institutions; branch campuses offer full bachelor's and master's degrees programs;
- authorized community colleges to offer baccalaureate degrees and Bachelor of Applied Science degrees;
- authorized dozens of out-of-state institutions to offer degrees in Washington; and
- launched Western Governors University-Washington, offering competency-based degree programs.

At CWU, University Center program offerings are controlled by individual academic colleges—which, generally are not specifically funded for satellite programming. The result is that University Centers/sites lack a cohesive strategy for responding to program demand and a corresponding strategy and budget for marketing.

University Centers do help generate transfer enrollment, currently accounting for 23% of CWU's 10,006 undergraduate students. In AY20-21 total fall transfers were 3,985, of which 2,310 came from partner community colleges. About 40% of CWU's undergraduates are transfer students. The overall tuition contribution for host college transfer students has been approximately \$14 million each year. This

includes students transferring to the Ellensburg campus, University Centers, instructional sites, and online.

CWU has the opportunity to leverage the significant state and CWU investment in University Centers/sites by:

- optimizing class size for face-to-face classes
- creating a strategic plan that includes budget and operations structures that support local decision-making and marketing for program offerings
- Creating and funding a marketing plan to support University Center goals.

UNIVERSITY ADVANCEMENT UPDATE

Paul Elstone, Vice President for University Advancement, gave the board an update on University Advancement. Working closely with volunteer leaders of the CWU Foundation and the CWU Alumni Association, and with the newly engaged campaign counsel, University Advancement has begun the process of re-imagining this future. A key component to this effort will be a comprehensive campaign, but staff work goes beyond this, to ensure that the potential success of the campaign is translated into a sustainable advancement program.

Work is underway to build on campaign planning work already accomplished, and also to create a new culture of collaboration and excellence. This involves a significant re-organization of Advancement teams, new partnerships across the university, new volunteer leaders, and a significant hiring effort to re-build, and potentially grow, staff in the next 12-18 months. It will take some time for the impact of these new teams to be seen.

Staff are continuing to work with donors to connect them with their philanthropic passions and raise funds to support CWU students and programs. Current fundraising totals exceed five-year averages. Advancement is also holding events to introduce President Wohlpart to alumni and donors and taking the first steps in the creation of an organized regional alumni network.

The work session adjourned at 4:15 p.m.

Trustees, President and Mrs. Wohlpart, and Anna Goren, Associate Director, Communications, Campbell and Company, attended a social dinner at the University House from 5:30-8:00 p.m. No business was conducted.

February 18, 2022

BUSINESS MEETING

Trustee Black, who was elected Chair Pro Tempore by the board, convened the business meeting at 9:02 a.m.

Trustees Present

Robert Nellams, Chair (via Zoom)
Ray Conner, Vice Chair (via Zoom)
Erin Black, Chair Pro Tempore
Jeff Charbonneau
Gladys Gillis
Jeff Hensler
Paige Hall
Zabrina Jenkins (via Zoom)

Staff to the Board:

Jim Wohlpart, President
Linda Schactler, Board Secretary & Chief of Staff
Joel Klucking, Board Treasurer & Vice President for Business & Financial Affairs
Kim Dawson, Executive Assistant to the President/Board of Trustees
Alan Smith, Assistant Attorney General (via Zoom)

Executive Faculty & Staff:

Michelle DenBeste, Provost/Vice President for Academic & Student Life

Andreas Bohman, Vice President for Operations

Kandee Cleary, Vice President for Diversity, Equity and Inclusivity

Paul Elstone, Vice President for University Advancement

Kremiere Jackson, Vice President for Public Affairs

Guests:

Andy Brommel, Director of Communications, Campbell and Company (via Zoom)

Anna Goren, Associate Director, Communications, Campbell and Company

Kole Farrise, Associate Consultant/Executive Search, Campbell and Company

BOARD PLANNING

Branding Work with Campbell and Company

Central Washington University engaged Campbell and Company to assist with elevating a clear brand for the university and to provide counsel for our comprehensive campaign. Their work on branding and campaign will dovetail with the work of developing a vision and mission, which is a unique opportunity to create clear alignment across our work. CWU is working most closely with three representatives from Campbell, including two individuals who specialize in communication:

- Anna Goren (Associate Director, Communications)
- Andy Brommel (Director, Communications)
- Cassie Carter (Vice President).

As part of the thoughtful planning process for a campaign and a university-wide branding process, Campbell has begun to work with various internal and external CWU constituents to build on the mission and vision work currently underway. As part of their discovery process, the Campbell team led the Board of Trustees through a brand development discussion.

BOARD BUSINESS MEETING

- Board bylaw amendments: Trustee Black reported that the board will delay the discussion on succession policy until all members can meet in person.
- Committee appointments: Committee appointments to the standing committees of the board are at the discretion of the chair. Chair Nellams has appointed Jeff Charbonneau to the Academic and Student Life Committee.

ACTION AGENDA

Approval of Consent Agenda

The formal recognition of employees is contained in our consent agenda.

Motion 22-03: Ms. Gillis moved that the Board of Trustees of Central Washington University hereby approves the consent actions items submitted February 18, 2022. Ms. Hall seconded the motion. The motion was approved.

Approval of Student Conduct Code

Motion 22-04: Ms. Jenkins moved that the Board of Trustees of Central Washington University hereby adopts the proposed Student Conduct Code amendments under Chapter 106-124 WAC and related procedure amendments under WAC 106-08-050. Mr. Nellams seconded the motion. The motion was approved.

Approval of Bond Refunding Resolution

The CWU “System” consists of revenue generated by Housing and Dining, parking, and the Wildcat Shop (bookstore) and student activities. The System holds the university’s revenue bonds and must generate enough revenue to cover operating expenses and debt service, plus set aside funds for asset re-investment. In order to reduce total interest expense, the university intends to refinance the 2012 System bonds, which were originally used to fund the renovation of Kamola Hall.

Motion 22-05: Ms. Gillis moved that the Board of Trustees of Central Washington University hereby adopts the Series Resolution 22-01 . Mr. Hensler seconded the motion. The motion was approved.

Approval of Summer Session 2022 Budget Proposal

Motion 22-06: Ms. Jenkins moved that the Board of Trustees of Central Washington University hereby approves the summer session 2022 budget proposal, including a 5% increase to the summer resident graduate tuition rate and a 3% increase to all other summer tuition rates. Mr. Nellams seconded the motion. The motion was approved.

Approval of Housing/Dining Rate Increase

Motion 22-07: Ms. Jenkins moved that the Board of Trustees of Central Washington University hereby approves the Auxiliary Services Housing and Dining maximum rate increase, not to exceed 3 percent in the aggregate, for fiscal year 2023. Mr. Hensler seconded the motion. The motion was approved.

Approval of University Retirement Policy Amendment

Motion 22-08: Ms. Jenkins moved that the Board of Trustees of Central Washington University hereby approves the following:

- (1) changes to the CWURP and the VIP made in June 2020, to conform to retirement plan requirements of the Internal Revenue Service;
- (2) an amendment to VIP section 6.3 regarding hardship distributions required to be made as a result of changes in Treasury regulations; and
- (3) delegation of authority to the CWU Benefits Director to amend benefit plan documents to comply with applicable law and regulations, provided such amendment does not have a material economic effect on the university.

Mr. Nellams seconded the motion. Trustee Hensler moved to amend the motion to direct that the university Investment Committee, rather than the staff benefits director, be charged with reviewing amendments to plan documents. Vice Chair Conner seconded the amendment to the motion, which approved. The motion as amended was approved.

Staff will propose amendments reflecting new charges to CWUP 2-10-100, which establishes the Investment Committee and articulates responsibilities.

Approval of Resolution 22-02 Equity in Contracting

Motion 22-09: Ms. Gillis moved that the Board of Trustees of Central Washington University hereby approves Resolution 22-02 Equity in Contracting. Mr. Hensler seconded the motion. The motion was approved.

The next regularly scheduled meeting of the board will be May 19 and 20, 2022 in Ellensburg. Meeting adjourned at 10:56 a.m.



Linda Schactler, Secretary to the
CWU Board of Trustees



Robert Nellams, Chair
CWU Board of Trustees

CENTRAL WASHINGTON UNIVERSITY
Board of Trustees
May 20, 2022

EXECUTIVE SUMMARY – 2022 Board Self-assessment

On May 20 the board will have the opportunity to review and discuss returning to the practice of conducting an annual self-assessment survey. This practice was suspended during the pandemic in 2020 and 2021.

The board began the practice in 2017 after attending a conference of the Association of Governing Boards in April. Among the best practices discussed there was annual performance evaluations of governing boards, which CWU trustees determined would be helpful to their own work. In May of 2017, then-chair of the CWU Board of Trustees, Keith Thompson, summarized the purpose of the assessment as a tool “to increase board engagement and become a more high-performing board.”

[The Association of Governing Boards](#) describes board self-evaluations as a “foundational” element for good governance and “learning experiences that enable boards to identify key areas of improvement, recalibrate board priorities, ensure board accountability, and demonstrate their commitment to serve the institution.”

The evaluation also may help CWU satisfy requirements of the university’s accrediting body, the Northwest Commission on Colleges and Universities. It requires that institutions demonstrate “an effective governance structure” ([Self-Study Accreditation handbook](#), pg. 14, 2.A.1.), with “clearly defined authority, roles, and responsibilities,” and that the university’s decision-making structures be “documented and publicly available.”

Following please find a draft self-evaluation survey for the board to review and revise in order to implement it in June and discuss it at the board meeting in July.

Submitted:



Linda Schactler
Secretary to the Board

Approved for Submittal to the Board:



Robert Nellams
Chair of the Board of Trustees

CWU Trustee/Board Self-Assessment

For the period July 1, 2021 – June 30, 2022

Name: _____ Number of years served on the board: _____

ENGAGEMENT: Rate answers from number 1 (not at all engaged) to 5 (extremely engaged)	1	2	3	4	5
1. Stewardship of CWU’s vision, mission, and values: Participate in and review the strategic direction; ensure sound financial management.					
2. Provided personal philanthropic financial support					
3. Participation in board and committee meetings; fully prepared for meetings; participated actively in discussions.					
4. Participation in receptions, programs, and special events.					
5. Adherence to guidelines for governance, confidentiality & conflict of interest.					
<i>Comments:</i>					
BOARD OPERATIONS: Please rank your satisfaction within the following areas. Rate answers from number 1 (not at all satisfied) to 5 (extremely satisfied)	1	2	3	4	5
6. The materials and briefings provided to trustees prepare me for the board and committee meetings and give me enough information to make informed decisions?					
7. University staff respond promptly and thoroughly to my requests for assistance.					
8. The board’s committee structure helps trustees understand issues more fully.					
9. The board’s meetings occur with enough frequency and are organized to provide trustees the time needed to discuss and develop ideas.					
10. Communications from the president are timely and informative and help me perform as board member.					
<i>Comments:</i>					

Central Washington University
Board of Trustees
May 20, 2022

Executive Summary – Vision, Mission and Strategic Planning

After gathering rich and robust feedback from employees and students, the Vision and Mission Steering Committee met to share the feedback they had heard in order to arrive at the vision and mission statements below. The next step is for the Board of Trustees to take up these statements for their consideration and feedback.

Along with the final versions of these statements are notes about how the group determined which phrases to use in response to the feedback we had received. Key words are underlined.

- **Vision:** Central Washington University will be a model learning community of equity and belonging.
- **Mission:** In order to build a community of equity and belonging, Central Washington University nurtures culturally sustaining practices that expand access and success to all students. We are committed to fostering high impact practices, sustainability, and authentic community partnerships that are grounded in meaningful relationships.

Some groups wanted to include the phrase “will build” in the Vision statement as a way of indicating, clearly, that we have lots of work to do to elevate equity and belonging. That phrase has now been added to the mission statement in order to affirm the work in front of us. The Steering Committee decided not to include it in the vision because we do not want to suggest that we would be building, and building, and building and never getting there. The Vision is intended to BE a model. It is off on the horizon, but we must keep our sights on where we are heading.

In the mission statement, some wanted to include “curriculum” and “pedagogy” after “culturally sustaining” in order to indicate that shifting our curriculum and pedagogy must be included in this work. The Faculty Senate leaned into the notion that all faculty must support revising curriculum and pedagogy so CWU. But others felt that it made the mission less focused and included phrases that may not resonate with all members of our community. Given its importance, we will include this in the strategic plan, but we opted for the more streamlined and focused phrase in the Mission.

Finally, the university was split on the use of “learners” or “students.” Many advocated for learners to indicate that we are all involved in the learning that must be done. The Steering Committee retained “students” in the Mission because we need to have a laser focus on expanding access and opportunities for success for our students; there is a great deal of work to be done here, and we must dedicate ourselves to this work and to their success. Additionally, the idea that everyone at the university must be learning is included in the vision under the phrase “learning community.” We also can include it in the strategic plan.

Submitted:



Linda Schactler
Chief of Staff

Approved for Submittal to the Board:



A. James Wohlpart
President



Central Washington University
Board of Trustees
Ma 20, 2022

EXECUTIVE SUMMARY – FY23 Enrollment and Budget Presentation

Enrollment projections are informed by historical yield on applications, as well as other indicators like orientation and housing commitments. In this presentation, we will share a historical perspective on the admissions funnel, and discuss a meaningful change in how we now generate applications for enrollment. In preparation for the Fall '16 campaign, CWU engaged Royall, a firm that specializes in application generation. Over time, it became clear that this function should be brought back “in-house,” primarily based on the cost of this service but more importantly the lower yield and possibly lower first year student retention.

As this is the first year since Fall '15 that CWU has generated applications without Royall (EAB after acquisition), projecting yield will be more difficult. Ultimately, will application to enrollment yields look like pre-Royall or last year? We see indicators that make us lean towards a pre-Royall yield, but we will not know until October.

As enrollment is the main driver for our operating budget, we have used our projections to inform the FY23 budget, and like the February meeting, staff have re-designed our approach to the presentation of budget and financial concepts to better match the desire for more consumable information to non-financial users.

Submitted:

A handwritten signature in blue ink that reads 'Joel Klucking'.

Joel Klucking, Vice President
Business and Financial Affairs

Approved for Submittal to the Board:

A handwritten signature in black ink that reads 'A. James Wohlpart'.

A. James Wohlpart
President

CENTRAL WASHINGTON UNIVERSITY
Board of Trustees
May 20, 2022

EXECUTIVE SUMMARY – Title IX and Sexual Misconduct

Title IX of the Education Amendments of 1972 protects people from discrimination based on sex in education programs and activities that receive federal financial assistance. The Title IX language that passed congress in 1972 requires that, “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”

The Department of Education (DOE) issued the latest rules for how institutions of higher education are to handle and manage complaints of sexual misconduct under Title IX during the tenure of Secretary of Education Betsy DeVos in 2020. The so-called “The Final Rule” took effect August 14, 2020; President Gaudino approved new Title IX Grievance and Hearing procedures on September 29, 2020 to incorporate federal requirements into CWU policy and procedure. See CWUR 3-45-061 and CWUR 3-45-062.

The new rules created several changes as to who can file a complaint and when. The regulations require Title IX Coordinators to dismiss complaints that

- a.) do not constitute sexual harassment per policy,
- b.) are outside the education program of CWU,
- c.) have happened outside of the United States, or
- d.) concern complainants who are not participating in the education program at the time of the complaint.

The Final Rule also established that employee cases would be subject to the Title IX process and that decisions related to responsibility and outcome would be determined by a hearing panel outside of the process outlined in various collective bargaining agreements.

CWU maintains separate processes, outside of the Title IX process, for handling and investigating complaints of Sexual harassment. This allows the institution to handle and investigate complaints when they do not fall within the outlined and narrow process of Title IX. See CWUR 3-45-050 (employees) or CWUR 3-45-010 (students).

Submitted:



Linda Schactler
Chief of Staff

Approved for Submittal to the Board:



A. James Wohlpart
President



Central Washington University
Board of Trustees
May 20, 2022

ACTION – Approval of Consent Agenda

The attached consent action/report list are submitted by the divisions of Academic and Student Life, Business and Financial Affairs, Operations, and the President.

We recommend the following motion:

The Board of Trustees approves the consent action items submitted May 20, 2022.

Submitted:

Michelle DenBeste
Provost/Vice President for Academic
and Student Life

Joel Klucking, Vice President
Business and Financial Affairs

Linda Schactler
Chief of Staff

Rick Duffett, Vice President
Operations

Approved for Submittal to the Board:

Jim Wohlpart
President

CONSENT ACTION/REPORT LIST
May 20, 2022

CONSENT PERSONNEL ACTIONS

Distinguished Service Recognition

<i>Name</i>	<i>Title</i>	<i>Department</i>	<i>Effective</i>	<i># Years</i>
Schactler, Linda	Chief of Staff	President's Office	June 2, 2022	12+ yrs.

Faculty Emeritus Status

<i>Name</i>	<i>Rank</i>	<i>Department</i>	<i>Effective</i>	<i># Years</i>
Beck, Daniel	Professor	Biological Sciences	June 16, 2022	27 yrs., 10 mos.
Carbaugh, Robert	Professor	Economics	June 16, 2022	37 yrs.
Norrish, Winston	Sr Lecturer	Geological Sciences	June 16, 2022	14 yrs., 9 mos.
Reasons, Chuck	Professor	Law & Justice	August 1, 2022	22 yrs., 11 mos.

Reappointment to Third Probationary Year

<i>Name</i>	<i>Department</i>
Feagin, T. Andre	Music
Hancock, Brent	Mathematics
Holter, Olivia	Psychology
Lee, Eun Young	Communication
Lee, Yurim	Economics
Myers III, Gary	Sociology
Nelson-Ichido, Joshua	Communication
Oppelt, Sarah	Biological Sciences
Petrites, Taralynn	World Languages
Toto, Sara	Law & Justice
Upretee, Sahadeb	Mathematics

Reappointment to Fourth Probationary Year

<i>Name</i>	<i>Department</i>
Ahn, Seokhoon	Communication
Long, Thomas	Aviation

Reappointment to Fifth Probationary Year

<i>Name</i>	<i>Department</i>
Bain, Paul	Music
Beckman, Justin	Art + Design
Belay, Tafere	Health Sciences
Cahalan, Ryan	Accounting
Campbell, Benjamin "Steele"	Finance & Supply Chain Management

Choi, Jeunghwan "John"	Engineering Technologies, Safety, and Construction
Hancock, Emilie	Science & Mathematics Education; Mathematics
Lindsey, Natasha	Theatre Arts
Oh, Jae-Young	Finance & Supply Chain Management
Presta, Douglas	Health Sciences
Serne, Jennifer	Engineering Technologies, Safety, and Construction
Sillin, Sarah	English
Wittek, Lauren	Library

Reappointment to Seventh Probationary Year

<i>Name</i>	<i>Department</i>
Jastremski, Nicole	Anthropology and Museum Studies
Renteria-Valencia, Rodrigo	Anthropology and Museum Studies

CONSENT PERSONNEL REPORTS

Faculty Sabbatical Leave Reports

<i>Name</i>	<i>Rank</i>	<i>Department</i>	<i>Quarter(s)</i>
Ge, Yingbin	Professor	Chemistry	Fall 2021

Phased Retirements

<i>Name</i>	<i>Rank</i>	<i>Department</i>	<i>Effective</i>
Mathias, Kirk	Professor	Sport and Movement Studies	January 4, 2023
Williams, Henry	Professor	Curriculum, Supervision, & Educational Leadership	September 16, 2022



BOARD OF TRUSTEES

CENTRAL WASHINGTON UNIVERSITY
Board of Trustees
May 20, 2022

ACTION – Appointment of Secretary to the Board

CWUP 1-60-070 articulates officers of the Board of Trustees, including the Secretary to the Board, who “shall provide administrative support to the board and who shall hold office at the pleasure of the board.” The bylaws of the board, in 1-70-030(1) articulate the duties of the board secretary to include:

- assist all committees of the board
- certify to any action of the board of trustees or its committees
- cause to be filed or recorded in appropriate offices of public record actions of the board
- execute proxies, sign receipts and acknowledgements, and notices and declarations
- respond on behalf of the board to all correspondence and initiate and send correspondence on behalf of the board.

Linda Schactler has served as Chief of Staff and board secretary since April 2014 but will leave the university on June 1, 2022. A search is underway for a new Chief of Staff. The president has nominated Dania Cochran to serve as interim Secretary to the Board, effective June 1, 2022. She has served as Assistant Director of Student Development and Assessment for CWU Recreation since July 2021. Prior to that, from 2013 to 2021, Ms. Cochran was Assistant Director of Student Development and Programs, oversee all hiring, development and training for student staff in the Department of Recreation. In May, Ms. Cochran will complete an Ed.D. in Interdisciplinary Leadership from Creighton University; she also holds an MS Exercise Science and a BA Law and Justice from CWU. Ms. Cochran’s full vitae is attached for the board’s reference.

We propose the following motion:

The Board of Trustees of Central Washington University hereby approves appointment of Dania Cochran as interim Secretary to the Board of Trustees, this 20th day of May 2022.

Submitted:

Linda Schactler, Chief of Staff

Approved for Submittal to the Board:

A. James Wohlpart, President

Board of Trustees

400 East University Way • Ellensburg WA 98926-7505 • Office: 509-963-2111 • Fax: 509-963-2301
EEO/AA/TITLE IX INSTITUTION • FOR ACCOMMODATION E-MAIL: CDS@CWU.EDU



CENTRAL WASHINGTON UNIVERSITY
Board of Trustees
May 20, 2022

ACTION – James L. Gaudino President Emeritus designation

CWU Policy 2-30-030 (Distinguished Service Recognition) authorizes the Board of Trustees to award the designation of “President Emeritus” upon the retirement of a president. On July 31, 2022, former president James L. Gaudino will retire, have completed 13 years of service, and is eligible for this designation.

We recommend the following motion:

As allowed by CWUP 2-30-030, effective August 1, 2022, the Board of Trustees of Central Washington University hereby awards the status of President Emeritus to James L. Gaudino, in recognition of his 13 years of distinguished service to Central Washington University.

Submitted:

Linda Schactler
Secretary to the Board

Approved for Submittal to the Board:

Jim Wohlpart
President

Office of the President

400 East University Way • Ellensburg WA 98926-7505 • Office: 509-963-2111 • Fax: 509-963-2301
EEO/AA/TITLE IX INSTITUTION • FOR ACCOMMODATION E-MAIL: CDS@CWU.EDU

Central Washington University
Board of Trustees
May 20, 2022

ACTION – Distinguished Faculty Awards

Since 1977, CWU has honored excellence in faculty teaching, service, and research or creative expression. The recognition, the highest honor for faculty at CWU, is embedded in the Faculty Code (Section III), which establishes awards for Distinguished Faculty and for Non-Tenure Track Faculty. Distinguished Faculty Awards are reserved for individuals who have, at a minimum, served for six years and have worked at least 135 WLU. The awardees are nominated by the Faculty Senate, which may choose not to make an award in any given category. Nominations are authorized by the Board of Trustees.

Recipients of the annual Distinguished Faculty Awards in teaching, scholarship, and service receive a one-time \$2,500 stipend. Recipients of the Board of Trustees Distinguished Faculty Award receive a \$5,000 stipend and a one-quarter release from teaching during the academic year following their award.

☐ **Distinguished Teaching Awards** are given for teaching excellence, as demonstrated by breadth and depth of knowledge; clarity in methodology and organization of materials, and effective methods of presentation; continued scholarship and integration of scholarship into course work; assistance to students in understanding the value and relevance of the subject matter and course materials, both within the discipline and in a broader context. Following are this year's nominees.

Karisa Terry, Distinguished Non-Tenure Track Faculty for Teaching, Department of Anthropology.

Dr. Terry earned her Ph.D. in Anthropology at Washington State University in 2010. She has taught in the Department of Anthropology since 2009. Her hands-on approach to pedagogy is impressive. Dr. Terry coordinates and leads an intensive field experience in archeology every summer, affording students valuable hands-on experience. Her thoughtful course design and creative assignments encourage students to apply course material and consider its relevance in their own lives. Dr. Terry's commitment to students extends beyond the classroom. She is an active researcher with a productive research record. Dr. Terry's commitment to teaching and mentorship is extraordinary. She is a faculty member in the highest tradition. Over the course of more than a decade at Central Washington University she has invested in intentional course and assignment design and building meaningful relationships with students.

Blaise Dondji, Distinguished Faculty, Teaching, Department of Biological Sciences.

Professor Dondji made his way from a remote village in Cameroon to the University of Yaoundé, Cameroon for his Bachelor's and Master's level degrees, completing his Ph.D. in parasitology at University of Jos, Nigeria, then continuing to postdoctoral fellowships at Hebrew University, Jerusalem, Israel, and Yale School of Medicine, finally accepting an Assistant Professor position in the Department of Biological Sciences at CWU in 2008. Dr. Dondji is a recognized expert in the fields of parasitology, immunology, and infectious diseases. In a collaborative effort led by Dondji, grant money totaling approximately \$350,000 was obtained to purchase a Flow Cytometer lab instrument to enhance the technical expertise of Biology graduates, enabling them to be more competitive in the job market. For this and other contributions enhancing the reputation of the Sciences at CWU, Dr. Dondji was awarded the College of the Science's (COTS) Force of Nature award in 2016.

☐ **The Distinguished Service Award** recognizes endeavors that contribute to the welfare of individuals, professional organizations, university groups, the community at large, or the university. Following is this year's nominee.

Teresa Francis Divine, Distinguished Faculty, Service, Department of Law and Justice. Professor Divine earned her J.D. at Mississippi College School of Law and her L.L.M., Criminal Law at State University of New York at Buffalo School of Law. She is a lawyer, specializing in criminal and civil law and procedure, family law, and correctional law. She has devoted her professional life in service to her students, department, college, university, and local community over her 16 years at Central Washington University, seeking equity and social justice for vulnerable individuals and marginalized communities. Professor Divine has served on the President's Diversity Council, Diversity & Equity Center advisory board, Faculty of Color Committee, and as a Diversity Advocate for search committees across campus. For her service to diverse university groups, she has been awarded the CWU Ally Certificate of Excellence, CWU Women's Achievement Award, and CWU Diversity Award, as well as having the BSU Service Award named in her honor. During 2021-2022 Dr. Divine also served as a Provost Faculty Fellow focused on diversity.

☐ **The Distinguished Faculty of Research / Artistic Accomplishment Award** recognizes scholarly or scientific investigation or inquiry, conducted to advance the state of knowledge of the discipline. Artistic accomplishment is defined as the composition, creation, production or other significant and/or innovative contribution to an artistic event.

Lisa Ely, Distinguished Faculty, Research/Artistic Accomplishment, Department of Geological Sciences. Dr. Ely earned her Ph.D. in Geosciences from the University of Arizona in 1992. She has worked as a professor in the Department of Geological Sciences at Central Washington University since 1994. Throughout her successful career, Dr. Ely has conducted societally impactful research that integrates an excellent research record with outstanding mentorship of student researchers. Dr. Ely's research record is notable for the wide range of research topics to which she has made contributions. She has been dedicated to including students from diverse backgrounds in her research. Most recently, she led the Department of Geological Sciences in joining the American Geophysical Union's Bridge Program, which fosters diversity in the geosciences community by offering students from historically marginalized populations the opportunity to attend institutions dedicated to utilizing the best inclusive practices and mentoring. In 2015, Dr. Ely was awarded the prestigious Geological Society of America Thompson International Distinguished Lecturer, which is awarded to a "dynamic speaker of established scientific stature who can present stimulating and cutting-edge geoscience research ...on topics that are at the forefront of research."

☐ **The Board of Trustees Distinguished Faculty Award** recognizes a faculty member who has demonstrated a long-term combined record of excellence in teaching, scholarship or artistic activities, and service at CWU. The Board of Trustees awards one recipient every other year. Board of Trustees Distinguished Faculty Awards are limited to active CWU faculty who have been at CWU a minimum of 15 years.

Jason Knirck, Board of Trustees Distinguished Faculty Award, Department of History. Dr. Knirck earned his Ph.D. from Washington State University in 2000. His activities and accomplishments over his

seventeen years at CWU have demonstrated a balance of excellence in teaching, scholarship, and service. He has created a variety of courses to enhance the History Department's curricular offerings and has become one of the most popular teachers in the department for his expertise, his enthusiasm, his rigor, his ability to connect with students, his methodologies, and his humor. In his scholarship, Dr. Knirck is a specialist in modern Irish history. He is the author of four published books as well as several peer-reviewed articles and chapters in anthologies. He is an active reviewer for prestigious journals in his field and a frequent invited presenter at national and international conferences. Dr. Knirck has contributed substantial leadership in service to CWU, as faculty union president, vice-president, and two-time bargaining team member; and in the History Department as chair, graduate program director, and alumni outreach chair. His department colleagues voice their enthusiasm for his leadership and work on behalf of students, staff, and faculty in terms of curriculum, recruiting, advising, staffing, budget development, long-range planning, and alumni relations.

We recommend the following motion:

The Board of Trustees of Central Washington University hereby approves appointment of the 2022 Distinguished Professors.

Submitted:



Linda Schactler
Chief of Staff

Approved for Submittal to the Board:



A. James Wohlpart
President



MEMORANDUM

To: James Wohlpart, President
From: Distinguished Faculty Screening Committee
Date: March 31, 2022
Re: Distinguished Faculty Recipients

The Distinguished Professors Screening Committee is pleased to forward to you our recommendations for the 2022 Distinguished Faculty Awards at Central Washington University:

- Distinguished Faculty, Teaching: Dr. Blaise Dondji, Biological Sciences
- Distinguished Faculty, Research/Artistic Accomplishment: Dr. Lisa Ely, Geological Sciences
- Distinguished Faculty, Service: Dr. Teresa Francis Divine, Law and Justice
- Distinguished Faculty Non-Tenure Track Teaching: Dr. Karisa Terry, Anthropology
- Board of Trustees Distinguished Faculty: Dr. Jason Knirck, History

It was a pleasure for us to review the collective accomplishments of this year's nominees. We have found these five CWU faculty members to be highly deserving of our recognition and respect. They have distinguished our university and community with their outstanding contributions.

cc: Greg Lyman, Faculty Senate Chair
Kim Dawson, Executive Assistant



Central Washington University
Board of Trustees
May 20, 2022

ACTION ITEM – 2022 Faculty Tenure, Promotion and Post Tenure Review

State law (RCW 28B.35.120) delineates the powers and responsibilities of the Board of Trustees to include employment of all employees, including tenure and promotion and post-tenure review of faculty. Each year the board is asked to approve the recommendations for tenure and promotion, which are the result of the comprehensive process. Trustees have requested that they be provided information to inform this approval. Through Faculty 180, trustees were able to review evaluations forwarded at each stage of tenure and promotion.

Tenure guarantees continuous appointment within a specific university department. Promotion is the movement from one academic rank to the next, typically from assistant professor to associate professor or from associate professor to full professor. Each process is based on departmental, college, and university criteria that include performance in teaching, scholarship, and service. There are five consecutive levels of review: the department personnel committee, the department chair, the college personnel committee, the college dean, and the provost, as outlined in Articles 9.2 and 24.7 of the CWU Collective Bargaining Agreement.

Post-tenure review is the evaluation process for faculty who have already been granted tenure with CWU. A review is conducted in the fifth year following the granting of tenure for faculty, and every fifth year thereafter. As with tenure and/or promotion, each evaluation is based on a thorough review by the department personnel committee, department chair, college personnel committee, college dean, and the provost, in accordance with the criteria identified in the departmental, college, and university standards.

This year, 22 faculty submitted professional records to be considered for tenure and/or promotion; 22 were recommended for tenure and/or promotion. Thirty-six faculty members submitted professional records for post-tenure review during the regular review cycle. The faculty members recommended for tenure and/or promotion, as well as faculty who submitted for post-tenure review, are listed on Attachment A: Personnel Action Agenda.

We recommend the following motion:

The Board of Trustees of Central Washington University hereby approves faculty tenure, promotion and post tenure review as recommended by the Provost this day May 20, 2022.

Submitted:

A handwritten signature in black ink that reads 'M. DenBeste'.

Michelle DenBeste
Provost/Vice President, Academic and Student Life

Approved for Submittal to the Board

A handwritten signature in black ink that reads 'A. James Wohlpart'.

Jim Wohlpart
President



LEARN. DO. LIVE.

ATTACHMENT A: PERSONNEL ACTION AGENDA

Board of Trustees Approval

May 20, 2022

Faculty promotions effective September 16, 2022

Name, Department, Rank

1. Arango, Clay, Biological Sciences, Associate Professor
2. Avitts, Ellen, Art + Design, Associate Professor
3. Bieloh, David, Art + Design, Associate Professor
4. Delgado, Elvin, Geography, Associate Professor
5. Dormady, Jason, History, Associate Professor
6. Ke, Ke "Grace," Finance & Supply Chain Management, Associate Professor
7. Mukherjee, Sayantani, Management, Associate Professor
8. Neurohr, John, Music, Associate Professor
9. Pringle, Charles, Engineering Technologies, Safety, and Construction, Associate Professor
10. Roemer, Karen, Health Sciences, Associate Professor
11. Scoville, Alison, Biological Sciences, Associate Professor
12. Stryker, Gabrielle, Biological Sciences, Associate Professor
13. Takei, Hideki, Information Technology and Administrative Management, Associate Professor
14. Wattam, Donald, Curriculum, Supervision, & Educational Leadership, Associate Professor
15. Wu, Keke "Coco," Management, Associate Professor

Faculty promotions and tenure granted, effective September 16, 2022

Name, Department, Rank

1. Beard, Judy, Sport and Movement Studies, Assistant Professor
2. Castillo, Wendie, Education, Development, Teaching, and Learning, Assistant Professor
3. Jellum, Carla, Family & Consumer Sciences, Assistant Professor
4. Liang, Tanjian, Sport and Movement Studies, Assistant Professor
5. Loke, Sooie-Hoe, Mathematics, Assistant Professor
6. Pengilly, Cynthia, English, Assistant Professor
7. Rogan-Klyve, Allyson, Science and Mathematics Education, Assistant Professor

Faculty post-tenure review, effective September 16, 2022

Name, Department, Rank

1. Altman, Matthew, Philosophy, Professor
2. Arango, Clay, Biological Sciences, Associate Professor
3. Avitts, Ellen, Art + Design, Associate Professor
4. Bieloh, David, Art + Design, Associate Professor

Office of the Provost/Vice President for Academic and Student Life

400 E University Way • Ellensburg WA 98926-7503 • Office: 509-963-1400 • Fax: 509-963-2025

Barge Hall Room 302 • Email: provost@cwu.edu • Web: cwu.edu/provost

EEO/AA/TITLE IX INSTITUTION • FOR ACCOMMODATION EMAIL: DS@CWU.EDU.

This is an electronic communication from Central Washington University.

5. Bowen, John, Geography, Professor
6. Carnell, Lucinda, Biological Sciences, Professor
7. Chueh, Chin-Mei "Yvonne," Mathematics, Professor
8. Cummings, Bobby, English, Professor
9. D'Acquisto, Leo, Health Sciences, Professor
10. Delgado, Elvin, Geography, Associate Professor
11. Ely, Lisa, Geological Sciences, Professor
12. Georgeson, Tina, Education, Development, Teaching, and Learning, Associate Professor
13. Holley, Erica, Management, Associate Professor
14. Hoover, Amy, Aviation, Professor
15. Ke, Ke "Grace," Finance & Supply Chain Management, Associate Professor
16. Levine, Marilyn, History, Professor
17. Lillquist, Karl, Geography, Professor
18. Matheson, Megan, Psychology, Professor
19. Mukherjee, Sayantani, Management, Associate Professor
20. Murataya, Rodrigo, Law & Justice, Professor
21. Ott, Hal, Music, Professor
22. Pedersen, Lene, Anthropology and Museum Studies, Professor
23. Penick, Jeffrey, Psychology, Associate Professor
24. Pichardo, Nelson, Sociology, Professor
25. Pinkart, Holly, Biological Sciences, Professor
26. Poulson, Mary, Biological Sciences, Professor
27. Robinson, Scott, Theatre Arts, Professor
28. Roemer, Karen, Health Sciences, Associate Professor
29. Schepman, Stephen, Psychology, Professor
30. Scoville, Alison, Biological Sciences, Associate Professor
31. Sipic, Toni, Economics, Associate Professor
32. Stryker, Gabrielle, Biological Sciences, Associate Professor
33. Sun, Lixing, Biological Sciences, Professor
34. Wang, Fen, Information Technology and Administrative Management, Professor
35. Wattam, Donald, Curriculum, Supervision, & Educational Leadership, Associate Professor
36. Wu, Keke "Coco," Management, Associate Professor

Central Washington University
Board of Trustees
May 20, 2022

ACTION – Revisions to Board Bylaws CWUP 1-10-050

Three documents invest responsibility for the performance of the university president with the Board of Trustees:

- State law (RCW 28B.35.120) charges the boards of trustees of public comprehensive universities with employing the president of the university.
- Section IV of the president’s employment contract requires the Board of Trustees to conduct an annual assessment of the president’s performance. CWUP 1-10-050 Powers and Duties.
- University Policy, CWUP 1-10-050, which contains just two sentences describing the process for evaluating the president, including 1.) requiring that evaluations occur annually and 2.) requiring that the board administer a “360” evaluation at least every five years.

The executive committee of the board have reviewed the processes by which various universities conduct presidential assessments, including how institutions make the process transparent. In order to ensure consistency and transparency in the evaluation process, the executive committee recommends amending the bylaws of the Board of Trustees to include the evaluation procedure.

We recommend the following motion:

The Board of Trustees of Central Washington University hereby approves revisions to CWUP 1-10-050 as presented.

Submitted:



Linda Schactler
Secretary to the Board

Approved for Submittal to the Board:



Robert Nellams
Chair of the Board of Trustees

The twelve itemized general powers and duties listed under RCW 28B.35.120 shall be carried out by the board in addition to any other powers and duties described by law, and shall include but not be limited to review and approval of the budget, review of the fiscal audits of the university, approval of all degree program additions and deletions, setting tuition and fees within state guidelines, unless otherwise delegated to the president, and approval of employee bargaining agreements, the faculty code, and student policies. The board delegates to the president/designee, the authority to approve services and activities fee supplemental allocations up to \$25,000 and all course fees and academic and non-academic program fees.

(1.) At least annually, the board will regularly review the ~~vision and~~ mission statements ~~and~~ /strategic plan of the university.

(2.) Annually, the board evaluates, ~~either verbally or in writing,~~ the president, based on written ~~or verbal~~ criteria established by the board in consultation with the president and consistent with requirements of the president's employment contract, information gleaned from the board meetings, communications received, strategic plan accomplishments, and/or any other criteria as determined by the board of trustees. At least once every five (5) years the board will conduct a formal 360° evaluation process on the president. Following is the process the board will use to evaluate the performance of the president.

~~—~~ Evaluation Procedure

~~—~~ 1. Planning:

a. Annually, the president shall submit to the Board of Trustees a set of goals. Measurable goals may be annual or multi-year targets and should include factors essential to achieving the mission and vision for the university adopted by the Board. At the Board's summer meeting, trustees will review draft goals for the upcoming year with the president. In fall quarter of each academic year, the Board of Trustees shall adopt new or updated performance goals as needed.

~~—~~ 2. Evaluation Survey:

b. In spring quarter of each year, the Board will develop ~~and distribute an anonymous~~ survey that measures the progress of the president toward project goals as well as reporting his performance as a leader. ~~The survey will include key university constituencies: for example, student body leaders, the executive leadership team, academic leadership, leadership of the CWU Foundation, and others. The survey results will not disclose the individual assessments provided by those surveyed; their individual identifies will be confidential. From time to time, the Board may choose to conduct an assessment of the president that engages of external stakeholders, including leaders within communities CWU serves, elected officials, and others.~~

The Secretary to the Board will support the development, distribution, and analysis of the survey. As soon as they are available, The Secretary to the Board will collect and generate an analysis of the survey. ~~The anonymized~~ results of the survey will be provided to the board and to the president, discussed in the July board meeting, and a summary communicated ~~communicated~~ to the university community in fall quarter.

~~—~~ 3. Presidential Self-Assessment:

c. In advance of the July board meeting, the president shall provide trustees a summary of progress toward goals set in the previous year. The self-assessment shall be provided confidentially to the board.

~~—~~ Board Consideration of 4. Evaluation Materials: -

d. During the July meeting, the Board shall meet in executive session, as allowed in RCW 42.30.110(g), to review the president's self-assessment and performance survey. The executive session will allow the board to discuss the ~~evaluation materials review amongst trustees amongst themselves and board staff as required,~~ and then to discuss with the president performance areas for improvement as well as for commendation.

~~5-Reporting:-~~

- e. The Board shall define the format of any official performance report that may be provided to the president or placed within a personnel file. The summary evaluation outcome of the performance review should be reported at a Board meeting and entered into the minutes of the meeting for accreditation purposes as well as for general public transparency and accountability.

[Resolution 13-04]

[06/08; 06/12; 7/12; Responsibility: Board of Trustees; Authority: Cabinet/UPAC; Reviewed/Endorsed by: Cabinet/UPAC; Review/Effective Date: 06/2013; Approved by: James L. Gaudino, President]

Classified Employee Council



Memorandum

To: CWU Board of Trustees
From: Lidia Anderson, Chair
Date: May 2022

2021-2022 Employee Council Board of Trustees Report

On behalf of the Employee Council and the Classified Staff we represent, we would like to thank the Board of Trustees and President Wohlpart for including us in the processes of CWU governance.

Membership:

The Employee Council is comprised of six classified committee positions, four delegate positions and four alternate positions.

Lidia Anderson , Chair (Enterprise Applications)	Josie Rollins , Vice Chair (Extended and Global Education)	Vene' Skyles , Secretary (University Housing and New Student Programs)
Tent Bucy , Budget Officer (Enterprise Accounting)	Jon Belford , Web Officer (Public Affairs)	Eric Foss , Executive Member (Biological Sciences)
Teena Chase , Publicity Officer (University Housing and New Student Programs)	Elizabeth Inman , Executive Member (Des Moines Center)	Shelley Berry , Executive Member (Library Services)
Caleb Montgomery , Executive Member (Academic Affairs - VP)		

Current Business:

Employee of the Month recognition celebrations have been put on pause while we work determine how we will move forward with the recognition program after the many hurdles we've had to overcome due to COVID. We sent out a recognition survey to get employee feedback and are working through those results with Human Resources.

- Winners for the academic year include:
 - *July 2021* – **Teena Chase**, University Housing and New Student Programs
 - *August 2021* – **Kelly Bauer**, Student Health Services
 - *September 2021* – **Mary Rill**, Wildcat Shop
 - *October 2021* – **Troy Totten**, Building Repair & Maintenance
 - *November 2021* – **Shannon Larabee**, Univ Centers - Yakima
 - *December 2021* – **Louise Smart**, Office of the Registrar
 - *January 2022* – **Joe Allemand**, Building Repair & Maintenance
 - *February 2022* – **Carol Diefenbach**, Work Center
 - *March 2022* – **Lyle Rushton**, Electrical Shop
 - *April 2022* – **Jeff Rinehart**, Electrical Shop
 - *May 2022* – **Missy Davis**, Human Resources
 - *June 2022* – **Brad Sullivan**, Custodial Services

- The work to have the same 5-day bereavement leave for an unrepresented classified staff member as a represented classified staff member has been gone through leadership. New policy has been written by HR and was approved at the last UPAC meeting. Previously unrepresented classified staff only received 3-day bereavement.



Dear CWU Board of Trustees,

I appreciate this opportunity to provide an update on Faculty Senate activities that are occurring during this academic year (2021-2022). The Executive Committee and Senate standing committees are working diligently in collaboration with other university stakeholders to make progress on policy/procedure language adjustments and initiatives that support students, faculty, and the university community.

First, I'd like to start by recognizing the **fantastic work that President Wohlpart is doing during his first year at CWU**. His vision, leadership style, and approach to shared governance is greatly appreciated by myself and the Executive Committee. Through our interactions, we have worked through several difficult decisions consultatively and collaboratively which we fully believe will keep us heading in the right direction as a university, and we are very excited to work together in the years to come.

One example of President Wohlpart's excellent work has been **leading the Vision/Mission/Strategic Plan initiative**. Faculty Senate has been involved along the way this year in each of the consultative development steps. The listening sessions were well structured, and the process has been well received. Senate recently also had a great discussion with President Wohlpart regarding the draft vision and mission statements.

Second, a few updates to initiatives that senate is working on this year: The Antiracism, Diversity, and Inclusivity Ad-Hoc committee is **finalizing course-level learner outcomes** for the new graduation requirement that is planned to begin in fall 2023. This has been a heavy-lift for this committee, and they have done fantastic work.

The General Education committee has made **giant strides in creating an assessment plan and data collection system** for continuous improvement and assessment of the General Education Program. As we continue to move forward with this plan, we will continue to refine and progress towards establishing a culture of assessment for the program.

Faculty Senate is planning on gathering **preliminary faculty input and potential interest in switching to the semester system**. The Executive Committee has put together an ad-hoc Semesters Exploration Committee that will begin meeting next fall. We look forward to these discussions and reports will be shared as it moves forward.

Finally, I would also like to **thank the Board of Trustees executive committee for meeting regularly with the Faculty Senate Executive Committee**, and we look forward to our continued interactions as we really appreciate your willingness to hear from faculty directly. If there are any questions or comments related to Faculty Senate, I would be more than happy to address them.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Greg Lyman', is written over a light blue horizontal line.

Greg Lyman

Faculty Senate Chair, 2021-2022

Faculty Senate

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