

Summary of ongoing Faculty Senate, Steering Committee and Executive Committee discussions and activities. The order of these entries is not ranked temporally or by priority. Please send corrections or additions to the Faculty Senate (FS) Chair, Eric Shelden, *eshelden@wsu.edu. FS blogs: <https://facsen.wsu.edu/current-blog-posts/>. Dates indicate when the record (row) was last updated (red represents most recent changes since the table was last sent to the Steering Committee and/or to the senators).

Topic	Status
Posted 10/14/2023; 10/16/2023	Constituents requested information on the Faculty Senate’s position regarding unionization efforts by WSU graduate students. The faculty senate is keenly interested in this issue, but there are legal and ethical issues involved. We have requested information on the Faculty Senate’s roles and responsibilities from the Office of Human Resources and will update as more information becomes available. A Faculty Senate presentation regarding this issue is scheduled for January 18 th , 2024.
Posted 10/19/2023	Concerns were raised regarding policies concerning administrative access by faculty to computers used for research purposes. FACSSEN Exec discussed this issue with the Information Technology Services Office. Policies addressing this issue are under development but will require additional faculty input. FACSSEN will facilitate the identification of interested faculty stakeholders for this purpose. Update: several faculty are now scheduled to meet with the VP for Information Technology to address these issues.
Posted 10/5/2023	A constituent has asked about review of Administrators. We discussed this with the President and Provost on 10-31-23. This procedure was paused during the pandemic, but we understand it will be reinstated. Faculty Senate Exec will monitor and report on progress on reinstating this policy.
Posted 10/5/2023	We received a concern about the possible offer of reduced tuition for online courses. We are exploring ways to address this with Global campus and WSU’s legislative representatives. - Update 11/1/23. This issue was discussed with the President and Provost on 10-31-23. Efforts are being made to address this, but they may ultimately involve lobbying for changes to WA state law RCW 28B.15.558. Faculty Senate Exec will monitor and report on efforts to address this issue.
Posted 9/21/2023	We have received a concern about implementation of future budget cuts and their potential impact on programs. The faculty executive committee will discuss this with President Schultz at our next opportunity. Update: We discussed this with the Provost. No vertical cuts are planned, but budget decisions are frequently made by Deans at the college level.
Posted 9/21/2023	We have renamed the Course Challenge website in response to a constituent concern. It is now called the Course Review site .

Posted 9/21/2023	We have received a constituent concern regarding the time required to review IRB proposals. The faculty senate leadership is meeting with relevant stakeholders and will report when additional information is available. Update: we have met with involved parties and requested more data.
Posted 9/21/2023	We received a constituent concern regarding cuts to library resources. The faculty senate leadership will discuss this with the Provost on October 11 and report.
Posted 8/1/2023	We received a concern about the lack of retirement account options that don't have fossil fuel investments. We contacted HRS and were told that this issue will be reviewed at the university Investment Review and Plan Oversight Advisory Committee meeting this fall. Information to follow.
Posted 4/4/2023	The Faculty Senate voted to approve the formation of an ad hoc committee to examine step salary structures for faculty. A solicitation for self-nominations was sent to all faculty. The committee will be formed over the summer and will do its work fall 2023-spring 2024.
Posted 4/4/2023	We received a concern about the lack of clarity and speed of Purchasing processes. Information will follow.
Posted 3/20/2024; updated 7/18/2023 Admin organization charts	We have asked the president and provost about getting org charts for the vp, assoc vp, and assis vp levels along with associated duties. The provost's office has added an org chart to its website.
Posted 2/14/2023	We received a concern regarding the clunkiness of having to track down high school transcript pdfs in order to do math placement. We reached out to Andrew Brewick to find out about the transcript situation. Because high school is decentralized, each district manages its own record keeping. OSPI has some data, but it's unclear how much. There is currently a bill before the House and Senate that would give responsibility to OSPI to gather and share directory information (but it does not include transcripts). Admissions has also attempted to work on an AI solution – something that would read pdfs to extract information, but this has not been fruitful. Admissions is aware of and working on the transcript issue because it has multiple ramifications. So, although there is not an immediate fix, there is reason to expect that thing will get better in the future.
Posted 1/24/2023; 2/13/2023; 7/18/2023 WSU finances	Faculty have raised various issues related to WSU finances (athletic debt, administrative bloat, cuts to academic programs, etc.). We have asked President Schulz to provide regular financial update to faculty on the financial health of the institution. Messages can be found on the president's website: https://president.wsu.edu/presidents-message-archive/
Posted 1/24/2023 Religious accommodations for students	A question was raised re faculty responsibilities for religious accommodation. Faculty are expected to provide "reasonable" accommodation. For advice with specific situations, please contact Holly Ashkannejhad at CCR.
Posted 1/24/2023 Transcripts and captions	A question was raised about support for faculty for providing these for students. There are settings in zoom and Panopto that allow captioning to be turned on. Instructions for Zoom:



	<p>https://support.zoom.us/hc/en-us/articles/115004794983-Audio-transcription-for-cloud-recordings. Instructions for Panopto: https://support.panopto.com/s/article/How-to-Download-Captions. Bill Davis suggests that the Access Center is also a useful resource.</p>
<p>Posted 1/24/2023; 3/7/2023 Parental leave</p>	<p>Faculty pointed out the disjuncture between FMLA, the academic calendar, and teaching schedules, and the difficulty individual faculty have in negotiating the leave process. HRS provide us with details regarding the policy, which we have posted as a response in the Constituent Forum.</p> <p>Update: Laura Hill has enlisted AFW to redo the pamphlet that used to exist on family friendly policies and benefits. This should provide more clarity on parental leave policies and processes. Thank you Laura and AFW!</p>
<p>Posted 1/24/2023 Pullman classroom technology</p>	<p>Faculty expressed concern about classroom technology. We informed Bill Davis, who is working with AOI on the issue.</p>
<p>Posted 1/24/2023 Pullman childcare waitlist</p>	<p>Faculty expressed concern about the long wait times for the WSU childcare center. I reached out to the Center. Their primary constraint is space; they are physically at capacity. Increasing the number of children would require new space. See the Senate chair blog for details.</p>
<p>Posted 12/13/2022 Global campus hiring for instruction</p>	<p>We are in conversation with Global. More information will follow.</p>
<p>Posted 12/13/2022 Hiring problems with Workday</p>	<p>We contacted HRS. They are working to resolve the issues.</p>
<p>Posted 12/13/2022; 1/24/2023 Online gaming & athletics</p>	<p>We received a question about whether WSU is contemplating entering into any agreement with online gaming companies. President Schulz and Pat Chun are not aware of any such interest on the part of WSU. President Schulz recognizes that this is something the university community would not support.</p>
<p>Posted 11/22/2022; 1/24/2023 Graduate student unionization</p>	<p>Faculty Senate Executive met with HRS to discuss graduate student unionizing and how faculty can help to avoid legal problems for the university. Please see the chair blog post: https://facsen.wsu.edu/2022/11/23/graduate-student-unionizing/</p> <p>Faculty asked a follow-up question about why we are being told not to comment on graduate student unionization and what legal protections there are for faculty/staff to comment and support the process. Due to the complexity of the issues, HRS recommends contacting them directly if you have specific questions: Kendra Hsieh, Director, Disability Services and Labor Relations Officer.</p>
<p>Posted 11/4/2022; 11/29/2022; 3/20/2023 Sustainability Group</p>	<p>Faculty would like to know about the status of the sustainability group and opportunities for involvement. Two cochairs have been chosen – Jason Sampson and Kent Keller. They are in the</p>

	<p>process of designing the committee so as to allow for broad input while also being of reasonable size.</p> <p>A third cochair, Julie Padowsky, has been added to the committee. A comprehensive planning process will launch in the fall.</p>
<p>Posted 12/2/2022 Summer teaching start dates</p>	<p>We received a question about follow-up to last year’s attempt to move the summer start date a week later. Last year, Global collected feedback from advisors and faculty on this possibility. For students, the issues are that with the current schedule is that they don’t know if they passed their spring class before they start the summer class, and they don’t get a break between spring and summer. But they also finish earlier. For faculty, some faculty want a break between spring and summer, but many more want the August break before fall classes. There are multiple moving parts and probably not a solution that will make everyone happy. At least for now the summer start dates are staying the same.</p>
<p>Posted 11/4/2022 Questions from ITS presentation</p>	<p>Two questions that did not get addressed are where faculty can find Cortex XDR on the WSU website and whether it is safer to unsubscribe from junk email or just send it to your junk folder. We forwarded these questions to Sasi Pillay and are awaiting a response.</p>
<p>Posted 11/4/2022 Fall Break</p>	<p>Some faculty have asked whether WSU is considering a fall break in addition to Thanksgiving. I checked in with the provost’s office. This semester there are no plans for anything other than Thanksgiving break and Veteran’s Day. There have been some off and on discussions about the feasibility of a fall break in recent years, but there were always concerns about putting a long weekend on the calendar (student travel), shortening Thanksgiving break (student travel), and disruptions to studio/lab classes.</p>
<p>Posted 11/3/2022; 1/30/2023 HRS Employee Engagement Survey</p>	<p>Faculty expressed interest in adding questions to the HRS Employee Engagement Survey. This survey is run every two years (although it has been on hiatus since 2018) and will be conducted spring 2023. We are coordinating with Faculty Senate Steering and HRS to identify additional questions to include. We have provided questions to HRS, which has agreed to include most of the questions in their survey.</p>
<p>Posted 11/3/2022; 3/13/2023; 4/4/2023 COACHE survey</p>	<p>We have received queries regarding when the COACHE survey results will be released. The COACHE committee (chaired by Laura Griner Hill and Doug Call) has now met. Over the next two weeks they will be working on how best to summarize the data so that it is comparable to that reported by other institutions (so that we can make apples to apples comparisons), and on a timetable for releasing and responding to the results. I anticipate that there will be a website with summary information as well as a link to the raw data. Then the committee will work to prioritize which items to focus on and determine a strategy for making changes.</p>

	Update: Katie Cooper has been added as a cochair of the committee. Subcommittees have been created (Communications; Clarity of Tenure & Promotion Processes; Equity Gaps; Associate Professor Support; Institutional Leadership/Shared Governance) and have had their initial meetings.
Posted 11/3/2022 Zoom participation by non-WSU	Some faculty have been having challenges with non-WSU people joining zoom meetings. We reached out to Sasi Pillay regarding any changes in zoom settings. He told us that during the pandemic outside attendees were required to have a zoom account. That authentication requirement is still the default and may create problems for non-WSU attendees. But you can disable it. For information see: https://confluence.esg.wsu.edu/display/KB/Zoom++Securing+Your+Meeting
Posted 31 Oct 2022; 12/2/2022 Contract start dates	We received a question about why 9-month contracts start days before the academic year begins, rather than on August 1, which is when faculty, especially those with 3/3 or 4/4 leads, are prepping. These dates are governed by the Faculty Manual. Under the Faculty Manual, 9-month appointments run from Aug 16 through May 15; 12-month contracts run from July 1 to June 30.
Posted 24 Oct 2022 Resource constraints and WSU value	Faculty are concerned that constrained resources (such as loss of faculty) are reducing faculty morale, and having negative effects (eg see below). Faculty also raised concerns about the perceived value of a WSU degree. What can be done to halt the decline in quality (eg faculty having less time to invest in pedagogy due to more class preps and committee work because of declining faculty numbers, classroom technology, narrowing of curriculum due to lack of faculty) and increase the value of a WSU education?
Posted 25 Oct 2022 Access Center	We received a question about whether faculty can negotiate the length of time given to students to take an exam. I talked with Matthew Jeffries in the Access Center. The good news is that they have hired and are now training new staff. So, moving forward this year they should be fully staffed. Matthew recommended that if you have questions, please reach out to them.
Posted 24 Oct 2022 UCORE DIVR requirements	We received a question about when the new DIVR requirements would be available. We checked. Both the revised DIVR and the new EQJS requirements are on the UCORE website. Additional information can be found at: https://ucore.wsu.edu/equity-and-justice-frequently-asked-questions/
Posted 11 Oct 2022; 11/28/2022 Proliferation of surveys	We received a concern about the proliferation in the number of surveys faculty are asked to take. We communicated with leadership. In response, the Office of Strategy, Planning, and Analysis has met with the Office of Research to discuss this issue. They are revitalizing WSU's Survey Governance Group, setting up a survey calendar with all institutional surveys, and reviewing their policies and guidelines to ensure best practices. They are also looking at ways to make survey results and follow-up actions available so that people know what their responses produce.



<p>13 Oct 2022 Classroom tech (Pullman)</p>	<p>We received concerns about technology issues in Spark and Webster. We have reached out to Bill Davis and have received a response from the provost’s office. (See response on the Constituent Concerns page.)</p>
<p>Posted 5 Oct 22 WSU PD culture (Pullman)</p>	<p>We received a concern about culture in the WSU Police Departments following resignations over the summer. We communicated with Chief Gary Jenkins and wrote a blog post. (See the 10/5/2022 blog post)</p>
<p>Posted 5 Oct 22 Game day parking (Pullman)</p>	<p>We received a concern about parking on game day for people involved in teaching evening classes. We reached out to Chris Boyan at Transportation Services who recommended that faculty with specific issues contact them to discuss. (See response on the Constituent Concerns page.) We recognize the inconsistency and burden of requiring faculty, grad students, and staff to work while simultaneously not allowing parking.</p>
<p>Posted 30 Sept 22; 11 Oct 2022; 4/4/4043 US News & World Report Ranking</p>	<p>We received a concern about WSU’s drop in the US News & World Report rankings. We reached out to leadership on this issue. Institutional Research conducted an analysis and produced a summary of their findings. We have added the document to the Faculty Senate website. The document includes a link to a site with more information about the factors that go into the rankings, and WSU data for those categories. Update: WSU has purchased a one year institutional membership in order to better understand the data and algorithm underlying the ranking, and identify areas where we can improve.</p>
<p>Posted 30 Sept 22; 17 Oct 22; 2/13/2023; 2/27/2023 CT continuous contracts</p>	<p>We received a concern about FTE reductions without notice in career-track continuous contracts. Following discussion with the provost’s office, we posted a response (see Constituent Concerns). Update: Thank you to Brian Saam for helping us understand this issue and to Laura Griner Hill for working on it. This clause will no longer appear in CT continuous contracts. Contract templates are being changed.</p>
<p>Posted 26 April 22; 12 Sept 22; 30 Sept 22; 18 Oct 22 Follow up suspension of Academic Policy 38b</p>	<p>On Dec 9th, 2021, Faculty Senate approved a request by the Provost to temporarily suspend Academic Policy 38b with the goal of employing “high touch mechanisms” to retain failing students during spring 2022. Faculty Senate has received a report on the outcome of this effort, and a request to extend the suspension into the 22-23 academic year. Steering discussed the request with Bill Davis on 29 Sept 22. Senate will be discussing this issue 11/3/2022.</p>
<p>Posted 24 June 22; 30 Sept 22; 12/7/2022; 2/23/2023 Athletic debt</p>	<p>At the end of the 2022 fiscal year, the WSU Collegiate Athletics has a \$75 million standing debt to WSU. During the first senate meeting in fall 2022, President Schulz identified three parts to the Athletics budget plan: (1) moving the program from deficit spending (completed), (2) building a reserve account for future unanticipated expenses (planning now), and (3) long-term servicing of institutional debt. Schulz is optimistic about the forthcoming media contract. To hear Schulz’s comments, see the 9/2022 faculty senate mtg: https://facsen.wsu.edu/live-stream-recordings/.</p>

	<p>We raised the issue again in our 11/28/2022 meeting with the president and provost. President Schulz told us he would be making a report to the Board of Regents at their next meeting and will provide us with the information at that time.</p> <p>Update: President Schulz's spring 2023 communications with faculty about WSU's fiscal health will include information on athletics (see Schulz's 2/2 email re forthcoming communications on WSU fiscal health)</p>
<p>Posted 7 April 22 Assign FAC to develop guidelines for selecting Faculty Regent nominees.</p>	<p>With the approval of Faculty Senate on 7 April 2022, the Faculty Affairs Committee will develop a procedure for selecting future nominees for this position (these are 3-year appointments so we the next nomination process will occur spring semester 2025). FAC will propose the new procedure for Faculty Senate approval during the 2022-23 academic year.</p>
<p>Posted 7 April 22; 11 Oct 2022 Professional-Graduate program conversions</p>	<p>Faculty Senate will work with the Provost's Office to develop a procedure for reclassifying graduate programs into professional programs and vice versa. Ideally, this will be completed during fall 2022 in conjunction with the new Vice Provost for Graduate and Professional Education, Tammy Barry. Tammy Barry will be providing Faculty Senate with a document outlining the relevant issues.</p>
<p>Posted 6 April 22 Why can't faculty with <12-mo appointments have their paychecks distributed on a 12-mo basis?</p>	<p>Chair Call met with Matt Skinner, Senior Associate Vice President, Finance and Administration, on April 4th to learn more about this issue. A senate blog with more information was posted on April 6th. Follow up information for how faculty can manage this division of funds through Workday will be available this summer</p>
<p>Posted 15 Feb 22; 8 Mar 22; 6 Apr 22; 24 June; 12 Sept 22; 3/1/2023 Salary equity program</p>	<p>The provost is developing a faculty salary equity program to address issues with equity, salary compression, etc. Faculty Exec learned more about this program during a leadership meeting on April 6th and during the Faculty Senate presentation on April 7th. A procedure for implementing salary increases has been drafted. Implementation began fall 2022; raises were effective in spring 2023.</p> <p>Update: Faculty requested more information on the salary equity process. Please see Doug Call's 3/1/2023 blog post.</p>
<p>Posted 5 April 22; 11/29/2022 SB 5854 enacted changes to ethics rules for faculty</p>	<p>A committee (including Doug Call) worked to develop an ethics document reflecting changes in state law. This document was a discussion item at the Board of Regents November 2022 meeting.</p>
<p>Posted 15 Feb 22; 24 Mar 22; 24 Jun; 12 Sept 22; 31 Oct 2022; 7 Nov 2022 How has WSU been spending COVID-19 relief funds?</p>	<p>Vice President for finance and administration Stacy Pearson provided a written report, which is now available on the Faculty Senate website: https://s3.wp.wsu.edu/uploads/sites/2135/2022/11/Utilization-of-HEERF-Funds.pdf</p>

<p>Posted 15 Feb 22; 22 Feb 22; 8 Mar 22; 12 Sept 22 Professional leave for career track</p>	<p>The FAC motivation document for career-track professional leave was presented to the president and provost on 22 Feb 22. FAC is working on draft language for the <i>Faculty</i> Manual and chair Call, FAC Chair Judi McDonald, and chair elect Christine Horne met with Senior Vice Provost Laura Hill on March 29th to discuss options for moving forward. We are gathering information. Further discussions will follow.</p>
<p>Posted 15 Feb 22; 8 Mar 22; 31 Oct 2022; 2/13/2023; 2/22/2023 Perennial use of one-year employment contracts for career-track faculty</p>	<p>Exec initiated a discussion with the president and provost about the potential that some units may be repeatedly using one-year employment contracts for career-track faculty, with commensurate challenges and uncertainties for these valued members of our faculty. Provost Chilton provided an update on this effort at the meeting with Exec on March 8th. Based on data from Workday, approximately 40% of career-track faculty are currently on one-year contracts. The next task is to determine how these contracts are distributed relative to time in position, college and unit. In October 2022 we asked for further information about this. Update: The necessary information is not readily available from Workday; producing it would require going back to the original letters. The provost's office and deans are aware of the issue and will be working to reduce the number of repeated one-year contracts.</p>
<p>Posted 15 Feb 22; 10 Mar 22; 12 Sept 22 L&I mandated increases in the overtime pay threshold</p>	<p>Rising OT thresholds threaten the research competitiveness of WA institutions of higher education. FS Exec raised this issue with the President. WSU worked on this but was not able to change the thresholds. HRS has provided training to chairs and directors.</p>
<p>Posted 15 Feb 22; 22 Feb 22; 12 Sept 22 New accreditation rules from NWCCU</p>	<p>NWCCU has released several rule changes for accreditation, mostly precipitated by the US Department of Education. Only two changes have implications for Faculty Senate: (1) Exec worked with Vice Provost Bill Davis to develop a proposal for implementation. More information will be forthcoming; (2) Imposing a new substantial change policy. We anticipate that the second item will undergo some changes before FS needs to address this issue.</p>
<p>Posted 15 Feb 22; 22 Jun 2022 Pullman Strategic Planning Committee</p>	<p>The Pullman Strategic Planning Committee is working on a campus-specific planning document. The full committee met in May and document preparation is in progress.</p>
<p>Posted 15 Feb 22; 12 Sept 22; 12/6/2022 Addressing land grant revenue expenditures, tuition for indigenous students, and reparations generally; 11 Oct 2022</p>	<p>Last year, exec raised the issue of land grant expenditures with the president and provost. Please see the Feb 15th FS blog. Since then faculty have asked about the possibility of free tuition for indigenous students. WSU and other universities in the state are interested in this issue and are working collaboratively and with the legislature. WSU is also exploring other reparations related possibilities. Please see update from the provost's office: https://s3.wp.wsu.edu/uploads/sites/2135/2022/12/Memorandum-Land-Grant-Revenue-Follow-Up.pdf; https://s3.wp.wsu.edu/uploads/sites/2135/2022/12/Land-Trust-Perm-Dist-Data.pdf Zoe Higheagle Strong will be providing an update March 23, 2023.</p>



Posted 22 Feb 22: Gender-neutral terms
in the *Faculty Manual*

Current binary language in the *Faculty Manual* needs to be updated to reflect gender- and binary-neutral language. Initial review of this idea is underway through FAC.

*Eric Shelden assumes all responsibility for any errors in of omission or errors of wording and content for this document.