

Washburn University
Meeting of the Faculty Senate
February 24, 2025 at 4 pm
Meeting in Forum Room Hosted by FS Executive Committee

Present: Cook, Dahl, Davies, Francis, Fritch, Hansen, Hartman, Heusi, Holt, Hu, Kay, Kendall-Morwick, Lambing, Lolley, Maxwell, Miller, Perret, Ricklefs, Schmidt, Schnoebelen, Scofield, Smith, Steffen, Stevens, Toerber-Clark, Wagner, Williams

Absent: DeSota, Dickinson, McHenry, Mosier, Sellak, Sneed

Guests: Bailes, Broxterman, Holthaus, Hutchinson, O'Neill, Wade, Wood, Kohls, Harnowo

- I. Call to Order at 4:02 pm
- II. Approve minutes- Moved by Kay and seconded by Cook. Motion passes unanimously
 - February 10, 2025 (pgs 2-7)
- III. President's Opening Remarks
 - Met with WSGA this afternoon to see what support students could lend to ongoing Tenure issues. Think this is great that WSGA is taking the lead on this. (Lolley – So amazing!!) People on the committee mentioned how amazing it was that WSGA was there. Lots of people have been educated on what that means. Sending bullet points to other students to encourage students to email parents at home and email representatives. Send information to Kirk Haskins about tenure, economic impact, etc. (Currently seen as a privilege, want to people to understand how this is affecting economics.) Have not heard for sure when this will officially come up (bouncing around committees). Want to commend WSGA for reaching out to other Student Government officers.
 - Saw that judiciary committee cancelled their meeting for tomorrow. If it does make it to senate judiciary committee, then it would be good to have more people show up and have a presence.
 - Wood – Public forum at our Wednesday (WSGA) meeting at 6:30 pm. If anyone would like to show up and personally speak, that would be welcome.
 - Lolley – I think one of the things that was asked about was numbers of people who are tenured and they could not give that information. Ricklefs – that information did make it over there (heard this was the case). Lolley – have we shown a link between this and retention? Ricklefs - don't know. Don't know if committee is seeking any more information at this point. Holthaus – they did ask questions (# of tenured faculty dismissed over last 10 years for “non-performance” and how many tenure-track faculty have

been denied tenure, and how many undergo post-tenure review.) Ricklefs – would be good to bring up how this might affect hiring.

- Cook – don't know if this has been brought up yet to Judiciary. No company has shared governance. I think that is huge, but have not heard it mentioned in the meetings. Might resonate (with similarity of making partner in a law firm.) Ricklefs – Governor Kelly said in "Reflector" (*Kansas Reflector*) that she doesn't think it will have enough momentum to make it to her desk (will pass House, but maybe not Senate.) There is some shifting. We are in a two-year cycle. Miller – And this is Kansas and it can be pulled back up again. Ricklefs -and it's a "blessed bill" so it has special protections. Only other comments, a couple of weeks ago we were talking about tenure issues (and not tenured) and now this comes up. Also heard about people asking about DOE (*Department of Education*) letters. Information I've gotten back is that there is "new" and don't quite know exactly what will happen. Worth talking about tonight at the reception (*with President Mazachek*). If you hear what other Universities are doing, that may not be consistent. Anyone not know what I'm talking about with DOE Letter? Just checking. (*Note from Secretary: Department of Education released a "Dear Colleague" letter on February 14, 2025 stating that institutions that continued to discriminate on the basis of race, color, national origin, etc would risk losing federal funding. The letter specifically stated that many white and Asian students had been discriminated against.*)

IV. WUBOR/KBOR Update- Tonya Ricklefs

- KBOR
- WUBOR – Has not met since Ricklefs gave the report to them on February 6.

V. VPAA Update - Dr. John Fritch

- Last few weeks have been a blur.
- The Tenure Bill has our attention, really had our attention when we last met. A few other things have come out (Dear Colleague Letter). This is a problem. You can't take this to court since it doesn't have the force of Law. If you don't follow the "Letter" then you don't get the federal funding. We get lots of money from Pell grants and Trio funds. There are states where you could defy this a bit, but Kansas is not one of them. We have legislators who would likely listen to complaints if we defy the "DCL." What are we doing? Looking at things on Website, bringing some things down for a bit until we can figure out how to comply. (ie Faculty Hiring Guidelines). Biggest Challenge – Course Catalog. (Toerber-Clark – Just so you know SON has all the words they are looking for because that is health care.) We have lots of places in the catalog. Fritch – I'm close to saying I won't touch course descriptions, but would like to help you identify places we might have issues and how we might adjust them. Smith – would be cautious that we do not engage in anticipatory obedience. If it's not legally binding, what are we worried about? Miller – An executive order can't do it either. Ricklefs – What can it do? Pulling funding.

Following other schools and what they are doing. It appears to be all tied to funding. Miller – I reiterate what Ian says. Complying ahead of time with things we feel are unethical, wrong, etc. Let's fix the easy stuff so we don't have anything that can easily attract attention and then work on what we need to do. Because they are doing this with a mechanism that has never been used like this, we don't know exactly what will happen. We need to be very careful to not comply before we have to. Smith – AAUP is talking about this right now. Would like to clarify – would this affect scholarships we give out, would this prevent us from handing out money (given the MOU's for some of the funding)? Fritch – There is a lawsuit going on at University of Missouri right now and some donor's would like their money back. Donors are frustrated, foundation is saying we didn't change, but the State did. Caveat to Ian – we are in a "red" state, so we want to be careful about navigating the legislature. A few weeks ago they got rid of DEI in Military, some things they got pushback on. Holthaus – The Dear Colleague Letter is letter from DOE saying this is how we will interpret the law. This is how we are interpreting our laws. (This is how we determine race, very broad and very new for all institutions.) The next step is someone who is impacted would follow an Agency complaint. A student could file a complaint and say we violated their right to a scholarship. Then the consequences is fines or removal of grants, etc. Fritch – Challenge is that compliance is supposed to happen by this Friday. Things are disappearing quickly because what do you do? This is affecting graduations – can't have "groups" have their own graduations (which are typically run by students). Smith – Can we have BSU? Fritch – As long as it's open to everyone. Kay – Do we as faculty need to think creatively about our profile? Are we at that point now? Fritch – I don't know. Ricklefs – Just wanted to share we have been discussing DEI issues, but at another meeting someone shared that she had done something from her own personal email, but got a response from a Kansas Representative's office saying she was a "Dr" and shared parts of her profile. She has been careful not mentioned any of that. So, be aware of this. Maxwell – Know we are trying to transition to being a Hispanic Serving Institution. Fritch – 2 things. Almost everyone is expecting a decrease in Hispanic students next year, (not willing to do FAFSA's). We will likely not have enough students. Would be shocked if this administration doesn't make some changes. Some representatives are pushing back, saying we need this money (TRIO) coming into our state which may affect more black/Hispanic students.

- Williams – For Family and Human Services. We have an accrediting body that requires us to have some of this in our classes. We can change words, but how much will we have to do that? Terms are changing rapidly. How much will it impact our individual programs that we have to maintain. Fritch – I know Social Work and the American Bar Association mandate these things. We are in a catch 22, so my plan is to stick with accreditation standards. You don't want to be unaccredited. Williams –

almost all of SAS has this. Cook – One student, so it's anecdotal, was talking about tutoring center. Student said several times the university has prioritized international students for on campus jobs. I corrected them, but just so you know students are taking this in. Ricklefs – This could lead back to what Holthaus mentioned of someone suing the university.

- Fritch – last week I got to go through T&P files. One of the joys is to look through those and see the really outstanding work that is going on. These are going to be challenging times. Have to do our work, and that will be ways to support our students. We need to recognize that challenges do happen because of what we look like, or our names. It will be important to help those students out. We all work hard, but I request that you pay extra attention to those students who are likely scared now and not sure if they can trust us. Do that work.

VI. Consent Agenda –

- Faculty Senate Committee Reports- Moved by Lolley, seconded by Cook. Motion passes unanimously.
 - Minutes from AAC Meeting 11-11-24 (pg 8)
- University Committee Reports-

VII. Old Business

- AAC – Action Item 25-7: Diagnostic Medical Sonography, AAS (pgs 9-10)
 - Moved to approve by Schmidt and seconded by Stevens.
 - Overview by Kohls – currently certificate. Will still be accredited through certificate, but will give Associate Degree in Health Care profession before moving on to the Advanced Certificate. Hospitals often want a degree of some sort, so it will help students become more employable/get more pay. Same classes/work, but will piggyback Certificate with General Education requirements to get the Associate Degree.
 - Lambing – course sequencing perspective. Will they do certificate first or could they be mixed. Kohls – You do have pre-req courses, but others could be mixed or sequential depending on circumstances (what they bring in with them.) Schmidt -it has 61 hours. Can we get it to 60? Will we need exception. Cook – AA doesn't follow the 60 hour rule. Williams – could High School students take classes that will apply to this? Kohls – Could take pre-req classes, but otherwise no (due to employer exemption). Williams – Thinking about General Education classes. Kohls – Those could count.
 - In favor of approving, motion passes unanimously. It does not need to go forward to General Faculty.

VIII. New Business-

IX. Information Items-

X. Discussion Items-

XI. Announcements

- If you did not sign in as guest or Faculty Senate person, please do so

- Reception at Ross House at 5 pm. There will be socializing and Q&A time. It's OK to leave earlier
- Thomas King Lecture in Religious Studies at BTAC – Ethics of Appropriation of Yoga. Will be talking the next morning about Public Scholars.

XII. Adjournment