

Washburn University
Meeting of the Faculty Senate
March 9th, 2026, at 3 pm
Meeting in Kansas Room Hosted by FS Executive Committee

I. Call to Order

II. Approve minutes –

- February 23, 2026 (pps. 2–7)

III. President’s Opening Remarks – Jim Schnoebelen

IV. VPAA Update – Dr. John Fritch

V. WUBOR/KBOR Update – Jim Schnoebelen

- KBOR
- WUBOR

VI. Consent Agenda –

- University Committee Reports –
 - Faculty Handbook Committee Minutes (January 29th, 2026) (pps. 8–9)
 - Board of Student Media Minutes (September 26, 2025) (pps. 10–16)

VII. Old Business –

VIII. New Business –

IX. Information Items –

- Math and English Pathways (Beth O’Neill)
- AI Resources SharePoint Site (Melanie Worsley)

X. Discussion Items – Student Cheating and The Appeal Process

XI. Announcements

XII. Adjournment of Meeting

Washburn University
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February 23rd, 2026, at 3 pm
Meeting in Kansas Room Hosted by FS Executive Committee

Present: Abebayo, Bender, Buck, Camarda, Cook, Copeland, Dahl, Francis, Fritch, Graves, Harnowo, Hartman, Holt, Hu, Chris Jones, Lambing, Leisinger, Mosier, Ostrom, Ricklefs, Rivera, Schmidt, Schnoebelen, Smith, Wagner, White, Williams

Absent: Brooks, Burdick, Davies, Dickinson, Gonzalez-Abellas, Tucker Jones, Perret

Guests: Holthaus, O'Neill, Wade, Worsley, Lanning, Landry, McBeth, Hutchinson, Fried, Burdick, Kay, Coulter

I. Call to Order at 3:03 pm

II. Approve minutes of the February 9, 2026 meeting – Moved to approve by Cook, seconded by Adebayo.

- Motion passes unanimously.

III. President's Opening Remarks – Jim Schnoebelen

- The Shared Governance Task Force had a retreat on February 12th. Several people who are in Faculty Senate were at the retreat, along with some members of WUBOR and President Mazachek. The President and the members of WUBOR were very much in favor of what we are trying to do with our goals regarding shared governance.
- A couple of dates to keep in mind:
 - The next Senate meeting is on March 9th; please get in any agenda items by Tuesday, the 3rd.
 - FYI—the next Gen Fac Meeting on Wednesday, March 4th will be canceled.
 - This is another reminder that on Monday, March 9th, after our Senate meeting a reception will be hosted by President Mazachek for all of us at the Ross House.
- Latest on HB 2428 (anti-DEI/CRT) and HB 2746 (anti-Tenure):
 - Both died in their respective House committees, so far as we know, though that is not official. But vestiges live on in the budget (HB 2434). For example, regarding tenure and the recently-passed KBOR post-tenure review, there is an item in the budget bill with respect to tenure effectively stating that any tenured faculty that is placed on a performance improvement plan can be removed from employment after just one year of a failed attempt to improve on that plan (provided the provost recommends this). For another example, regarding DEI, the 6 KBOR 4-year institutions can get money back that is being cut if they can demonstrate that they do not have DEI content in their curriculum.
 - Note that Governor Kelly has line-item veto power regarding the budget.

- Coordinate with Kim Morse in AAUP or any of the other members of AAUP if you'd like to contact representatives and senators to let them know your views on the budget.
- I want to add that Faculty Senate is not just about approval of action items but also about discussing important matters to the faculty.

IV. VPAA Update – Dr. John Fritch

- I had the opportunity to go to Washington DC to witness Washburn Law School alumni being accepted to the Supreme Court bar. This made me think about our alumni in general and all that they have accomplished.
- Please fill out the HERI survey. We are at 16%, and our goal is to get up to 30% participation.
 - Schnoebelen reminded us that the HERI survey takes time, so make sure to set aside about 20 to 30 minutes for taking the survey.
 - Smith said that as long as you keep the tab on your internet browser open that you are doing the survey on, you can come back later to finish the survey.
 - Danny Wade informed us that we received an extension on the HERI survey to March 16th.

V. WUBOR/KBOR Update – Jim Schnoebelen

1) KBOR/WUBOR Updates

- KBOR meeting on February 11th—Key takeaways/ideas /movement on policies:
 - Nothing further on 2428 (anti-DEI bill)
 - Nothing regarding 2746 (anti-tenure bill)
 - Nothing on 90-hour baccalaureate
 - The main business from the Academic Affairs meeting was reviewing a rubric for assessing KBOR schools' implementation of new EN and MA pathways. There is nothing that I think applies to WU, other than I believe we will be reporting on our progress here to KBOR for budget purposes.
 - Follow up from O'Neill: I will clarify on our performance agreement that we need to report to KBOR on this annually. They have asked less of us this year than in years past.
 - The Council of Faculty Senate Presidents:
 - Shared concerns about HB 2428—reports that people are asking to join classes in which they're not enrolled or just showing up or asking questions about DEI—concerns about “plants” coming to campuses to stir trouble.
 - Discussed concerns about centralized/holistic academic advising and how it creates problems by cutting faculty out from the equation and further ends up

causing problems for the students missing out on graduation requirements/timelines. This is a cautionary tale for WU, as we do not have centralized academic advising!

- Discussed legislation briefly and compared notes on when to get involved and how. I agree with Morse—based on what was shared, they are behind WU’s AAUP chapter in terms of engagement with legislators on this issue, but they may also feel less emboldened given their status as KBOR schools—not sure.
- WUBOR: No new meeting—next is on Monday, March 23rd

VI. Consent Agenda – None.

VII. Old Business – None.

VIII. New Business – None.

IX. Information Items –

- Update on the Dear Colleague Letter (DCL) issued by the Department of Education (Marc Fried)

- There was a permanent injunction issued against the DCL last April. Then the Trump administration appealed that injunction. But then the Trump administration dropped its appeal this year.
- The concerns about the DCL were not only about what was explicitly in it, but also about what many people were concerned about in terms of what it would imply in terms of funding institutions of higher education.
- On July 29, 2025, the DOJ issued its own guidance in a Memorandum (titled Guidance for Recipients of Federal Funding Regarding Unlawful Discrimination). This guidance is still in effect. This guidance does get into many of the same things as the DCL like proxy discrimination (which occurs when a federally funded entity intentionally uses ostensibly neutral criteria that function as substitutes for explicit consideration of race, sex, or other protected characteristics). The DOJ guidance doesn’t have quite the same scary language as the DCL, but we still must abide by the guidance.
- There are legislative bills that are being considered in the Kansas legislature, so if any of those bills are passed, we will have to abide by them.
- We really aren’t doing things that much differently anyway because WU has always, for example, provided scholarships for those who need them.
- Question from Chris Jones: Some changes at WU were made as a result of the DCL, however, such as the change of the name of the Multi-Cultural Center to The Intersection.

- Answer from Fried: There are still statewide issues and the DOJ guidance that we do have to consider, though, so changing the name back may not make sense with respect to that.
 - Follow-up from Fritch: the state is coming with its own guidance in the form of these new bills that are being considered. However, our approach is, of course, to wait until the legislature has actually acted.
 - Question from Smith: regarding anti-DEI language that the Kansas legislature is considering, when will the budget (HB 2434) be passed by the Kansas state government?
 - Answer from Holthaus: two to six weeks.
- Framework for Washburn University Faculty Development in AI Literacy (Melanie Worsley).
 - The goal of the framework is to offer AI training that is accessible to faculty. We are looking at a bootcamp of sorts this summer for this AI training. The course for the summer will be a pilot for AI literacy. I'll have more specifics later.
 - The draft of the framework includes various levels of proficiency (included in the agenda for this meeting). We want faculty to develop discipline-specific skills in AI literacy. We are here to ask for your help. If you could provide input and feedback on our proposed process of educating faculty to become AI literate, that would be great. We are going to be rolling out an AI grant for promoting this literacy.
 - Comment from Schnoebelen: Melanie has been very helpful, transparent, and has provided a meaningful process for developing AI fluency.
 - Follow-up from Worsley: I am very thankful for this campus initiative. And I am thankful to the entirety of the AI Working Group for all of their hard work on this initiative.
 - Question from Adebayo: When would you like this feedback?
 - Answer: I would like feedback within the next two weeks, as in, before spring break. Please just email me with that feedback.
 - Question from Ricklefs: Did you track any of the AI bills that the Kansas Senate was considering?
 - Answer from Worsley: No, but I have kept up with what has been going on at the federal level. Please let me know what is going on at the state level!
 - Question from Schmidt: What's the role of CTEL in this faculty education?
 - Answer from Worsley: In the next few weeks, this role will become more crystallized.

- Question from Wagner: For those going up for tenure, will some sort of AI certificate be required?
- Answer from Worsley: I haven't heard about any kind of mandate here. But faculty having this AI literacy is in the best interest of the students anyway.
- Question from Adebayo: When it comes to content for the AI literacy framework, do you want feedback specifically on that?
- Answer from Worsley: The committee's conversation has yet to get to that stage, especially with the proposed summer initiative. But we will get to processing any content on the feedback content itself soon.
- Worsley: I will be back to the Faculty Senate on March 9th so that we can discuss more questions that you may have at that time.
- Holt: When will we bring experts from outside?
- Answer from Worsley: I have been considering this, but any visit has to be tailored for our campus. Whatever expertise is brought in has to take our campus needs seriously. What best serves our own faculty is very important.
- Question from Chris Jones: Do you want us to send you individualized feedback or feedback as a representative from some unit?
- Answer from Worsley: Both would be great. Please check with your constituencies. This framework is a living document, a document that can evolve. But we do need a stable document at some point soon.
- Question from Adebayo: But what about folks who are not pro-AI? How do we get feedback from those types of folks?
- Answer from Worsley: I have not set up anonymous feedback. Let me ask: what is your read on what types of concerns these folks have?
 - Follow up from Adebayo: Some people are not there yet in terms of not wanting to jump on the AI bandwagon.
 - Follow up from Worsley: I'll have to give some thought to anonymous feedback. At any rate, the framework is just designed to provide AI literacy, not AI advocacy. Maybe you can just provide anonymous feedback to me.
 - Comment from Fritch: We would like people to know about AI, even if they don't want to use it in their classroom or allow it in their courses.
 - Comment from Jones: I am AI-hesitant. Please come to me to provide feedback if you are also AI-hesitant.
 - Question from Camarda: Is the document provided just part of the framework or the full framework?

◦ Answer from Worsley: Yes, it is the full framework (for now). I have circulated this framework to the Dean's council, WSGA, and now the Senate, etc. The students have been very curious about AI literacy, by the way.

X. Discussion Items – None.

XI. Announcements –

- Chris Jones: Tomorrow the King Lecture on when prophets fail will be at 7 pm at the BTAC.
- Ricklefs: March 11th is Social Work Advocacy Day. If you have students who are interested in policy making that is social work-focused, we have 150 students coming to Washburn to talk about social advocacy work. Anyone is welcome to attend.
- Ricklefs: Washburn has a play entitled *Gloria* starting on February 27th. On March 6th, Dusty Nichols and I will be giving a presentation about how to process this play.
- Buck: We have several events that are going on in Garvey. For example, this Friday, February 27th, we are doing a Mozart concert. Next week, we have an internationally renowned violinist on our own faculty who will be sharing their music.
- Hartman: it is time for us to start thinking about upcoming elections for the Faculty Senate. The Provost's office is currently reviewing the faculty census as a start to this electoral process.

XII. Adjournment of Meeting at 3:58 pm.

Faculty Handbook Committee Meeting Minutes

Thursday, January 29, 2026

2pm – Cottonwood Room

Members in attendance: John Fritch, Marc Fried, David Sollars, Zach Frank, Kelly Erby, Crystal Stevens, Sean Bird, Jenny Lamb, Erica Jackson, Erinn Howard, Shaun Schmidt, Jim Schnoebelen, Paul Byrne, Eunice Peters

Members absent: Melanie Worsley, Cynthia Holthaus, Jeff Jackson

- I.** Call to Order at 2:04 pm by John Fritch.
- II.** Approval of Minutes for November 20, 2025
 - a. Shaun Schmidt made a motion to approve the minutes as presented. Jim Schnoebelen seconded. Motion passed on a voice vote and minutes were approved.
- III.** Old Business/Action Items –
 - a. **Senior Lecturer Promotion**

Fritch shared that there is consensus among Faculty Senate and Leadership that a second-level promotion opportunity for lecturers should be established. Additional research and discussion will be needed to determine how this change would be phased in. Currently, there are 103 lecturers on campus, approximately 25–30 of whom are senior lecturers. Some of the current senior lecturers may already be eligible for a second promotion step. For simplicity in developing and approving a change to the current process, Fritch recommended that the first promotion level be titled *Senior Lecturer*.
 - b. **Document Revisions**

Fritch noted that he revised the previous version of the document, which the committee reviewed during this meeting. Erby also shared proposed language changes with him.
 - c. **Committee Discussion**

There was extensive discussion regarding the document's language across multiple areas, including terms of appointment, compensation, departmental structure and requirements, full-time versus part-time or half-time status, and criteria for nomination and promotion.
 - d. **Next Steps**

Fritch will make additional edits to the document and distribute the revised version to the committee as soon as possible.
- IV.** New Business
 - a. Faculty Handbook, Appendix I – meeting time expired before discussion. Table to next meeting.

V. Adjournment – Meeting was adjourned at 3:03pm.

The next meeting is scheduled for **Thursday, February 26, 2026, at 2:00pm in the Cottonwood Room.**

Minutes taken by Beth Mathews

BOSM Meeting Minutes

Friday, Sept. 26, 2025, 4 p.m.

Student Media Office – Memorial Union Underground

BOSM Members (voting)	Director of Student Media (non-voting)
Maria Stover, Chair of BOSM and mass media faculty member (P)	Regina Cassell, ex-officio
Caylee Douglas, Student at Large Member (A)	Supervisor to the Director of SM (non-voting)
Courtney Sullivan, CAS Faculty Member (P)	Kristen Grimmer, Acting Director of Student Media, Fall 2025, ex-officio (P)
Eric Mosier, Faculty Senate Representative (A)	SM Executive Team (non-voting)
Jaema Bordelon, Student Media Representative (P)	Lexi Hittle, Marketing Manager, ex-officio (P)
Charlie Rankin, Community Member Representative (A)	Aavash Manandhar, General Manager, ex-officio (P)
Shaylee Giles, WSGA Senator Representative (P)	Stuti Khadka, Review Editor-in-Chief, ex-officio (A)
	Cheyenne Hittle, Indigo Editor-in-Chief, ex-officio (P)

I. Call to order

Maria called the meeting to order.

II. Old Business – none

III. New Business Items

- a. Director's Report from Kristen Grimmer
 - i. Faculty Senate Presentation

Kristen gave her report and talked about mentoring the executive leaders. The leadership structure changed slightly – instead of just one person as the editor in chief, we now have four people as the top management. This is working very well.

- b. Executive Staff Reports
 - i. Aavash Manandhar, General Manager
 1. Executive Staff Report

Proposed new equipment for the office. Also talked about security for the equipment. Talked about the general office management tasks and that we will close the application for Student Media on Sept. 30 until Dec. 1.

2. Hiring Report
 - a. 4 Executive Leaders
 - b. 10 Student Leaders
 - c. 15 Hired employees
 - d. 27 in the queue to hire

- e. <https://docs.google.com/spreadsheets/d/1mUoP0ZGTFz1aB1btq0cOuZnePsCvKWxupVKJKVdq92E/edit?usp=sharing>

Aavash said they are waiting on HR to finish up the process for the hiring. All the international students have SSNs now and are just waiting on HR to finish that up. Following up on previous employees. A lot of new employees talk about word of mouth being the most powerful way they get word about this.

ii. Lexi Hittle

1. Executive Staff Report
2. Advertising Revenue

Lexi said that they have made specific jobs for people on her team and building rapport with the community to sell ads. Have sold three ads and after next week will have \$1,500 in ad revenue. Gained 90 new followers on WUFest.

New request for CapCut – TikTok editing software – want to purchase a yearly subscription for social media video editing - \$90 for one year.

Maria asked us to ask IT to make it official.

Courtney asked if it's about security and Maria said yes.

Kristen said to email John Haverty and copy her on the email.

Maria said this will be a good idea to make sure we are going with WU's security concerns.

Lexi asked for \$100 for a Halloween event for students and it will be a murder mystery.

iii. Cheyenne Hittle

1. Executive Staff Report
2. Tracking document for pay

Cheyenne said that our newest edition of the Indigo is out, and she is still finishing up last year's yearbook, but it's getting closer. She has a couple of people helping (Brenda, Rubina, and Eden).

Cheyenne's big idea for the magazine is What it means to be a Kansan – so it will go out around Kansas Day in early Feb.

Cheyenne created an automated tracker for pay with unpaid hours for all students, since international students must report unpaid time, and now Cheyenne has records of all stories, the time it takes for all our content, and it automatically tracks our Tier 1. For payroll, it totals up all the unpaid hours for all the students. Every time they do a story, they track it. It's like how they track their hours on D2L.

IV. Informational items

- a. Budget delayed – Mary Gruber still hasn't gotten the budget from WSGA

Kristen talked about the budget being delayed for now.

Lexi talked about doing new things for students and she met with Mary Shumacher and discussed offering services for students like grad photos, headshots, organization photos, hype videos, social media consultations, and they will use the same storefront so it will be tracked in the same way and paid in the same way.

Maria talked about how Mass Media has discussed doing an agency but doing it through Student Media makes the most sense.

Lexi said she is working with selling to the Rec and to the Ichabod Shop – they've been going in person and this has been generating a lot of leads.

- b. Future BOSM meetings are scheduled for:
 - i. Nov. 14 at 4 p.m. over Zoom
 - ii. Feb. 27 at 4 p.m. in Student Media Office, Memorial Union Underground
 - iii. May 1 at 4 p.m. over Zoom

V. Adjourn

Maria ended the meeting.

Director of Student Media Report to BOSM

Sept. 26, 2025

Kristen Grimmer, Acting Director of Student Media, Fall 2025

Goals:

1. Building a cohesive team at every level and reinforcing the organizational structure
2. Supporting the Executive Team Leaders and mentoring them so they can be strong trainers and leaders for the organization
3. Continuing to advocate for SM within WU

Share your accomplishments:

The executive team is accomplishing a lot - they are building strong teams and they are building a strong organization. I enjoy seeing what they accomplish and the content they curate for campus. My biggest accomplishment with them is empowering them to be strong leaders who think about the good of the organization over the good of the individual.

Where does your time go?

My time is spent on administrative tasks more than anything else. Sometimes, the students have questions, but for the most part, those are chasing down financial issues or other technical details I'm learning. I trust them to know when they need to ask me for advice and when to ask questions versus when to just do the job. They all have a good sense of how the organization works and what its main needs are and they do a good job of drawing the appropriate boundaries with their teams and keeping their team members on track with the work.

Any additional questions/concerns or proposals?

Nothing at this time.

Executive Leader Reports for BOSM

Sept. 26, 2025

Cheyenne Hittle, Indigo Editor-in-Chief

Discuss your team's training and management experiences so far.

The Indigo team has not had a huge amount of engagement from content creators yet, mostly because the majority of our focus is on finishing the yearbook ASAP and because people are focusing on completing their Tier One Training. The vast majority of my focus is on yearbook for around 2-3 more weeks.

The Indigo assistant editor is focusing on the design that will go in to the magazine while I am wrapping up the yearbook. When I have yearbook finalized and a couple of magazine stories written and photos collected, we will be able to easily flow everything together and get a good start on the magazine.

Share your team's accomplishments so far this semester.

- Theme discussed
- Ladder drafted
- 2 stories assigned
- 1 photo gallery completed

Where do you spend your time weekly?

Not in any particular order

- Reading leadership book
- Working on yearbook spreads
- Assigning yearbook spreads
- Working on magazine ladder
- Assign magazine stories
- Meeting with leaders interested in the magazine

What additional questions, concerns, or proposals do you have for the board to consider?

None

Lexi Hittle, Marketing Manager

Discuss your team's training and management experiences so far.

- New ad policy and various trainings
- Responsibility shift: internal and external advertising, content creation

Share your team's accomplishments so far this semester.

- 94 followers gained at WU Fest
- Hosted our first event
- Sold advertisements to 3 clients (so far)
- 14 potential clients (as of now)
- Spoke to mass media classes and students were interested
- Accessibility

Where do you spend your time weekly?

- Advertisement: creating ad reports, updating client list, filling out invoices, creating trainings, reviewing emails
- Social Media: managing the content calendar, idea generation, scheduling/reviewing content, caption writing, engaging with other accounts, researching trends, analytics
- Promotional: planning events or ideas to promote Student Media
- Management: creating trainings for team, approving ideas, reviewing content, delegating content and tasks

What additional questions, concerns, or proposals do you have for the board to consider?

- request for \$100 to host a "murder mystery" (title TBD) for the week of Halloween
- request for Cap Cut Pro for Student Media employees

Stuti Khadka, Washburn Review Editor-in-Chief

Discuss your team's training and management experiences so far.

Our team's works are divided according to our work caliber. I have managed to delegate my team in producing news from different genre. Anushma Dahal, news/opinion managing editor, has done a great job on coming up with diverse news selection.

Share your team's accomplishments so far this semester.

The Washburn Review has re-designed its website and newsletter this year! It has received positive feedback and the newsletter layout looks more mobile friendly. My team has been improving on newsletter production. We have 28% open rate on our newsletter. We have a consistent unsubscribe rate of 1% and we have managed to edit and publish stories quickly!

Where do you spend your time weekly?

It is mostly in office and our weekly team meeting is online.

What additional questions, concerns, or proposals do you have for the board to consider?

N/A

Aavash Manandhar, General Manager

Discuss your team's training and management experiences so far.

The Management Team doesn't really require any trainings so I don't have them do any trainings but the experience has been great over all. Stuti G and Brenda are communicating with one another and they complete the tasks I give them on time. Stuti G has been proactively hiring people and conducting interviews.

Share your team's accomplishments so far this semester.

The Management team has been documenting every staff's Tier one progress, over all access to Student Media's resources such as the Teams chats and the wushare server. My team is making sure that once a new employee gets hired, they are up and ready to start working for Student Media and have access to all the resources that they need.

Where do you spend your time weekly?

In the Office most of the time for office hours, weekly team meetings

What additional questions, concerns, or proposals do you have for the board to consider?

Item	Amount	No. Of items	Final Amount	Link	Comments
16gb SD Cards	\$7.99	6	\$47.94	Link	
32gb SD Cards	\$8.95	2	\$17.90	Link	
SD card holder	\$5.99	1	\$5.99	Link	
Camera Strap	\$6.49	1	\$6.49	Link	
Microphone for Phone	\$8.97	4	\$35.88	Link	Lots of people have been asking for it
Label Maker	\$17.99	1	\$17.99	Link	To label Camera Equipment
USB Type C Cable	\$7.99	4	\$31.96	Link	No Type C cables in the office
Total			\$164.15		