

Washburn University
Meeting of the Faculty Senate
November 10th, 2025, at 3 pm
Meeting in Kansas Room Hosted by FS Executive Committee

Present: Abebayo, Buck, Camarda, Cook, Copeland, Dahl, Francis, Fritch, Gonzalez-Abellas, Harnowo, Hartman, Holt, Hu, Chris Jones, Tucker Jones, Lambing, Leisinger, Ostrom, Perret, Ricklefs, Rivera, Schmidt, Schnoebelen, Smith, White, Williams, Yaple

Absent: Bender, Brooks, Burdick, Davies, Dickinson, Emry, Graves, Mosier

Guests: O'Neill, Wade, Worsley, Clouch, Stevens, Bailes, Hutchinson, Durst

I. Call to Order

II. Approve minutes of the October 27 meeting: Moved to approve by Adebayo, seconded by Cook.

- Motion passes unanimously.

III. President's Opening Remarks – Jim Schnoebelen

- The Accessibility Week slides and information are on the CTCL D2L page, so please check them out if you were unable to attend. There is some helpful and practical information there.
- I want to issue a clarification on the 70% criterion for the accessibility threshold that I mentioned in our last meeting: there is no set 70% standard for compliance; I was confused. (Though in my defense, 70% used to be the COQI standard for a class being approved, and 70% compliance is what turns the Panorama icons green). What is required is a good-faith effort at improving accessibility. Danny Wade will clarify this for us as needed moving forward.
- The next Senate meeting is on December 8th; please get Ian Smith any agenda items by Tuesday, the 2nd.
- FYI: the General Faculty Meeting on 11/19 is likely going to be cancelled for lack of agenda items. I support this decision to cancel without substantive business, given that Dr. Mazachek just hosted two town halls that were well attended to convey what's going on around campus.

IV. VPAA Update – Dr. John Fritch

- First of all, last week on campus was a great deal of fun. I saw Firebringer, a charming musical, at the Neese-Gray Theatre in the Garvey Fine Arts Center. I recommend going to see it.

- Second, I was able to go to the observatory, the first time that I have been able to do so since being at Washburn.
- Other updates: Washburn lost to Emporia State at the annual Can Emporia Food Drive. The impact of the federal government shutdown on SNAP has been significant, so Can Emporia is an important event for our local communities.
 - Ryan Durst—the Vice President of WSGA—chimed in to say that even though we lost to Emporia, we saw the highest donations since 2017 (27,000 cans that Washburn donated).
- I attended the President’s Scholarship reception. This is a full ride scholarship. We are proud of this scholarship at Washburn.
- I wanted to take some time to thank the people in my office:
 - Associate Provost Beth O’Neill who works on curricular issues, the International Study Abroad program, the WTE (Washburn Transformational Experience), and the Academic Program Review process.
 - Associate Provost Melanie Worsley who talked about AI with the Senate, works on the OSP (Opportunity Scholars Program), the TRiO programs that are funded through OSP, and who did all of the work with the Moves Committee for our office when we moved.
 - Associate Provost Danny Wade who does all the work for student appeals, coordinates our program with Liaoning Normal University in China, and the work that he does with Ju-Yu for online education.
- All of these people make a difference for our university and have volunteered for many projects. They make a great impact on our faculty and on our students.

V. WUBOR/KBOR Update – Jim Schnoebelen

- KBOR: KBOR’s Academic Affairs committee met on November 4th to discuss a couple of important topics related to possible revision of their policies on Tenure, Post-tenure review, and workload.
 - This discussion was detailed, and given the discussion, the language may not be final. In terms of the post-tenure review, this would look something like the current T&P review policy, though only on the department/primary unit and Dean level. My guess is that the dossier required would be substantively less, but that didn’t come up. There may also be a review at the University level, and then this group would report out to KBOR annual results. The likely reason for why they are doing this is to get ahead of any new legislation from the statehouse that may be trying to lessen tenure protections.

- Please note that this is KBOR—not WUBOR, and thus, does not directly apply to us.
- I am a bit concerned that KBOR is moving to comply before mandated to comply by legislative action.
- I am also a bit concerned that if KBOR adopts such a policy, we may eventually be nudged into also complying through some form of “persuasion.” But again, nothing is set, and nothing applies to Washburn at this juncture.
- If anyone is curious, I’m happy to share this policy, as presented at this meeting.
- The next KBOR meeting, where this policy will be presented (allegedly) will be on November 19th.
 - Question from Adebayo: would this post tenure review be a recommendation or a requirement from KBOR? Follow up: would this be annual?
 - Answer: this would be a requirement. Each institution would have to report annually to KBOR a report for any post-tenure faculty member who is at five years post-tenure. This process would also be repeated every five years thereafter.
- WUBOR did not meet subsequent to our last Senate meeting.
 - The next meeting will be on December 4th.

VI. Consent Agenda – Moved to approve by Gonzalez-Abellas, seconded by Adebayo.

- Faculty Senate Committee Reports-
 - Academic Affairs Committee Minutes (September 15, 2025)
 - Graduate Council Committee Minutes (October 6, 2025)
- University Committee Reports –
 - Faculty Handbook Committee Minutes (September 25, 2025)
- Motion passes unanimously.

VII. Old Business –

- 26-3 Approval of Revisions to International Education Committee Description in Faculty Handbook. Moved to approve by Cook, seconded by Gonzalez-Abellas.
 - Beth O’Neill: Previously, the International Education Committee was overseen by the International House but is now overseen by the Office of Academic Affairs. We are clarifying the scope of the membership of the committee and formalizing the structure of the committee.
 - Question from Jones: it’s hard to compare the old language with the new given the lack of seeing the track changes, can you comment?

- Answer: the track changes were lost from the transition from Word to PDF. What has changed is that enrollment management will now be involved unlike before. Also, there are no longer individual decisions about scholarships for study abroad. For the Fulbright Scholarship, we can develop a committee later if needed.
- Question from Buck: how will we be recruiting international students?
- Answer: we are going to have enrollment management do that. This committee will no longer recruit international students.

- Schmidt offered a **motion to amend** with the following language, with Leisinger seconding:

- Change final sentence of new language “Faculty representatives shall be appointed by their respective units to serve a three-year term.”

To “Faculty representatives shall be appointed by the Dean of their respective units to serve a three-year term.”

- Motion to amend passes unanimously.

- Schnoebelen offered a housekeeping **motion to amend** that Faculty Agenda Items need to be submitted by Faculty Senate members. So the ‘Submitted by:’ line needs to have a Senator named or a designee named on behalf of that Senator. In this case it can be Beth O’Neill on behalf of John Fritch (as he is an *ex-officio* member of Senate). Chris Jones seconded the motion.

- Motion to amend passes unanimously.
- **Motion to pass 26-3 passes unanimously.**

- 26-4 Approval of Revisions to Program Review Committee Description in Faculty Handbook (pps. 17–18). Moved to approve by Ricklefs, seconded by Lambing who asked: does this agenda item go automatically to the General Faculty for consideration?

- Answer from Schnoebelen: not automatically, but it can go to the General Faculty. According to our standing rules, any motion to approve needs to include an indication that it should go on to the General Faculty if that is so desired (so long as it is not automatically required to go to the General Faculty).

◦ Beth O'Neill: this change was motivated by the realization that program review would no longer include administrative units. With this in mind, we needed to update some language in the handbook to make that clear. Also, we have recognized that there were some practices that were going on during Program Review that we should codify: for example, the Director of Assessment just happened to be on the committee, but now we want to codify that. Second, we learned from the WSGA it is too difficult to find more than one student to serve on the committee, so it would be best to have just one student on the committee. Previously, the language in the handbook for the committee stated that there would be just one Washburn administrative staff member, but we realized that we wanted there to be more than just one, especially a member of the enrollment management team. Also, we are proposing to reorder the goals of the committee so that the goals that are most important are presented first. Finally, we cleaned up some of the language.

◦ Question from Camarda: are administrative programs still going to go under review?

◦ Answer from Fritch: we have external folks who are reviewing the efficiency of such programs. We also will use data from Campus Climate Surveys to review such programs.

◦ Question from Smith: why was there a switch from reviewing administrative units to not doing so?

◦ Answer from Fritch: it felt like a personnel review for some small programs. That was one reason.

• Schnoebelen offered a housekeeping **motion to amend** that this Faculty Agenda item be submitted by Beth O'Neill on behalf of John Fritch. Adebayo seconded the motion.

◦ Motion to amend passes unanimously.

• Schmidt offered a **motion to amend** with the following language, with a second from Cook:

◦ Change final part of the membership list, "...Washburn Student Government Association; three (3) Washburn staff: one (1) from Library/CSSR, one (1) from Student Life, one (1) from Enrollment Management/Admissions"

To "...Washburn Student Government Association; the Dean of Libraries and Center for Student Success and Retention or their designee; The Vice President for Student Life or their designee; and The Dean of Enrollment Management or their designee."

- Question from Lambing: why was the term 'staff' taken out from this motion to amend, exactly?

- Answer from O'Neill: this new language leaves it open that the committee member in question doesn't have to be a librarian, but it could be as a designee by the Dean of Libraries.

- Motion to amend passes unanimously.

- **Motion to pass 26-4 passes unanimously.**

- 26-5 Approval of Program Changes to Nursing: Pre-Licensure, BSN. Moved to approve by Hartman, seconded by Adebayo.

- Dean of Nursing Crystal Stevens: this change follows a KBOR recommendation of HS 131 or PY 209 to be part of this program.

- Question from Camarda: from which institutional unit does this program change proposal come from?

- Answer from Schnoebelen: this proposal comes from Academic Affairs through the curriculum process.

Question from Schnoebelen: Have the relevant units that offer classes for this program been consulted to ensure they can support the changes?

Answer: Yes.

- **Motion to approve 26-5 passes unanimously.**

VIII. New Business – None.

IX. Information Items – None.

X. Discussion Items – None.

XI. Announcements

- Adebayo: if you watch videos from accessibility week, you can still get badges for it if you email Sue Taylor Owens. On Thursday (11/13), please join us with Courtney Sullivan for the Gender Brown Bag. We got a feature in the news for our previous Gender Brown Bags!

- Buck: this Wednesday (11/12) on campus, we host a music day from USD 501 and other districts. We had to cap our enrollment at 140 students! We get students from this not just for majors and minors, but for being in pep band and the like.

- O'Neill: this Thursday evening (11/13) our own Lambing is going to be recognized as one of Topeka's top 20 under 40! From the website for this event: "this award honors members of the Topeka/Shawnee County Community for their commitment and contributions both professionally and personally."
- Cook: Washburn will host Math Day next Tuesday (11/18) with about 200 students on campus.
- Schnoebelen: Day of Transformation is November 20th.

XII. Adjournment of Meeting at 3:49