

Washburn University
Meeting of the Faculty Senate
March 30th, 2026, at 3:30 pm
Meeting in Forum Room Hosted by FS Executive Committee

Present: Abebayo, Brooks, Buck, Burdick, Camarda, Cook, Copeland, Dahl, Fritch, Graves, Harnowo, Hartman, Holt, Hu, Chris Jones, Tucker Jones, Lambing, McBeth, Ostrom, Perret, Ricklefs, Rivera, Schmidt, Schnoebelen, Smith, Wagner, White, Williams

Absent: Bender, Davies, Dickinson, Francis, Gonzalez-Abellas, Leisinger, Mosier

Guests: Broxterman, Holthaus, O'Neill, Wade, Worsley, Hutchinson, Sun, Coulter

I. Call to Order at 3:30 pm

II. Approve minutes of the March 9, 2026 meeting – Moved to approve by Ricklefs, seconded by Wagner.

- Motion passes unanimously.

III. President's Opening Remarks – Jim Schnoebelen

- Thank you to everyone who was able to attend the reception at the Ross House with Dr. Mazachek. Being invited to a reception in our honor hosted by the president for our service on Senate is a unique thing, trust me—at least among KBOR schools. I hope you found the conversation as enjoyable as I did.
 - On that note, I'm sure Dr. Mazachek would appreciate an additional plug for your attending one of the upcoming town hall presentations, which are always informative. The days and times for these meetings are:
 - April 7 at 3:30 p.m. in the Kansas Room, Memorial Union
 - April 8 at 11:30 a.m. in the Kansas Room, Memorial Union
 - April 13 at 3:15 p.m. in the Tech Conference Center, McPherson Campus
- I'm very excited about the Shared Governance Task Force report we'll get from John in a few minutes.
- A couple of dates to keep in mind:
 - The next Senate meeting is on April 13th; please get in any agenda items by Tuesday, the 7th.
 - FYI—the next Gen. Fac. Meeting on Wednesday, April 29th, will be happening, as is required by WU policy, so please plan on attending and bring a friend or two to ensure quorum.
- I still haven't heard anything further about anti-tenure or anti-DEI measures in the state. On that note, though, please take note of the email I sent to all of you last week regarding unisex bathrooms on campus in case it is helpful to your constituents.
- The search for a VP of Student Life is progressing nicely. Zoom interviews were before spring break, and the on-campus visits will be coming up. The executive committee of the Faculty Senate is being invited to have a specific meeting with each candidate, but I

encourage everyone to attend the open forums with each candidate that started today and will go on through Thursday.

- Awareness/Information only: “Accuracy in Media” has been reported on campus, representatives of which have been or may be posing as students. Education and Psychology have been targeted. I’d be vigilant about what you say and who you say it to regarding campus policies, DEI, etc.
 - Question from Chris Jones: Can we confirm that Kansas is a single-party consent state for recording?
 - Answer from Schnoebelen: that is correct.
 - Question from Tucker Jones: What is the guidance for how to address these questions from these journalists if asked?
 - Answer from Fritch: These journalists show up like they are confused and need help, so be aware of that. By the way, curriculum was exempted from KS state law anyway in terms of the state law that has been cited by Accuracy in Media. Craig Carter was approached by Accuracy in Media under false pretenses. I met with him and tried to console him. The correct answer is for you to ask them to talk to Lori’s office.
 - Question from McBeth: Please let me know what the organization is again?
 - Answer from Schnoebelen: Accuracy in Media.
 - Follow-up from Holthaus: Keep an eye on the anti-DEI budget proviso that has been passed by the Kansas legislature as part of the full budget. If the budget is signed by Governor Kelly, we will have to make adjustments to our curriculum.

IV. VPAA Update – Dr. John Fritch

- Congratulations to those who received promotion and tenure!
 - I was able to attend the Alpha Alpha Alpha function, an honorary society for first generation students. The families were very excited. It was a good day to remember why the students do what they do.
- A couple of things to keep in mind:
- 1. The legislative session is about to wrap up. We have not sat down to see what the ramifications are for the budget yet. Regarding Holthaus’s comment earlier, we will likely suggest that the I and B bucket be waived for the year.
 - 2. The reduced Baccalaureate degree: I am on the committee that is working through this issue. As near as I can tell, there won’t be restrictions on the number of such programs, subject to what a university can handle. The real restriction is on duplication: we might want to keep that in mind.
 - Question from Lambing: What kinds of institutions can have 90 credit-hour baccalaureate degrees?
 - Answer from Fritch: Any school can have them, including community colleges.

- Question from Chris Jones: Would this be called a bachelor's degree?
- Answer from Fritch: Our position is that it should be called something different. The committee that I serve on is trying to come up with a name for this degree.
- Follow up comment from Chris Jones: We want our proper four year 120 degrees to mean something.
- Question from Williams: When you are referring to duplication, what do you mean?
- Answer from Fritch: I am referring to a duplication between institutions. For example, suppose one school already has a 90-degree Communication degree; can another have a 90-degree Communication degree?
- Question from Camarda: Are gen ed requirements for 90-hour degree programs the same as 120-hour programs?
- Answer from Fritch: Yes, they are.

V. WUBOR/KBOR Update – Jim Schnobelen

- KBOR had a meeting on March 11th. I was only able to attend the AA committee meeting, and most of this was spent on site visit/program review information from WSU and K-State.
 - There was going to be an update on “reduced-credit Baccalaureate degree initiatives,” but this was tabled as they ran out of time.
- WUBOR met on March 23rd.
 - There were many bits and pieces of good news at this meeting:
 - P and T was granted to 4, Promotion to Professor was provided to 4 (including our own Lara Rivera!), and emeritus status was provided to 8 recent or upcoming retirees. Congratulations to all of them!
 - One point of less good news was that housing and dining rates will be increasing next year (roughly 2-3%), though in the plus column, we are at or behind the increases of Regents' schools.

VI. Consent Agenda – Moved to approve by Cook, seconded by Chris Jones.

- University Committee Reports –
 - Faculty Handbook Committee Minutes (February 26, 2026)
 - General Education Committee Minutes (December 9, 2025)
- Faculty Senate Committee Reports-
 - Academic Affairs Committee Minutes (November 3, 2025)
- Motion passes unanimously.

VII. Old Business –

- 26-12 Approval of New Program: Certificate in English-Spanish/Spanish-English Translation
 - Motion to approve: Rivera, seconded by Wagner.
 - Motion to pass 26-12 passes unanimously.
- 26-13 Approval of New Program: Sport and Event Media, BA
 - Motion to approve: Hartman, seconded by Cook.
 - Question from Adebayo: The title does say Sports and Events Media; why isn't it Sports and Media? And how is this new program different from the latter named minor? There is also a required minor—what are the exact requirements of that, and why is it prohibited that a student declare the Sports and Media minor and this new BA?
 - Answer from O'Neill: I don't have an exact answer as to your question. Double counting might come into play. This program would be able to provide support for sporting events, so that is one advantage of the new BA.
 - Answer from Schnoebelen: It may be that there is too much overlap between the programs in question such that a student cannot take the aforementioned minor and the new program under consideration.
 - Question from Coulter: Why is this a separate major as opposed to there being a BA in Mass Media with a concentration in sport events?
 - Answer from O'Neill: We thought that the level of interest in this program rose to the level of there needing to be a program focused on Sport and Event Media.
 - Follow-up from Adebayo: This new program perhaps narrows things down too much, though.
 - Answer from O'Neill: The departments that developed this major had many conversations about what they wanted, and this is what they indeed wanted.
 - Answer from Fritch: I had the same question as Adebayo, but was assured that Sports and Event Media was what Washburn really needed and wanted.
 - Follow up Schnoebelen: The department of Mass Media is very aware of market needs and trends and so wanted this type of program based on those needs and trends.
 - Question from Chris Jones: Is this the only program that has two (and only two) programs as part of its major?
 - Answer from Schnoebelen: There are a few others in existence such as the B.Ed. in Speech in Theatre, but they are rare.
 - Motion to pass 26-13 passes unanimously.
- 26-14 Approval of Program Inactivation: GS: General Science, BS

- Motion to approve: Cook, seconded by Hu.
- Motion to pass 26-14 passes unanimously.
- 26-15 Approval of Program Change: CM/Cybersecurity Digital Forensics, BA
 - Motion to approve: Dahl, seconded by Wagner.
 - Motion to pass 26-15 passes unanimously.
- 26-16 Approval of Program Change: CM: Data Science and Artificial Intelligence, BS
 - Motion to approve: Cook, seconded by Hartman.
 - Motion to pass 26-16 passes unanimously.
- 26-17 Approval of Course Change: CH 151: Fundamentals of Chemistry I
 - Motion to approve: Wagner, seconded by Cook.
 - Motion to pass 26-17 passes unanimously.
- 26-18 Approval of Course Change: MA 204: Discrete Math for Middle School Teachers
 - Motion to approve: Hartman, seconded by Copeland.
 - Motion to pass 26-18 passes unanimously.
- 26-19 Approval of Amending Faculty Handbook Section III: Senior Lecturer Promotion Policy and Process (Fritch)
 - This proposal came to us originally from Maxwell and Lambing.
 - The faculty handbook committee is working on the second tier of promotion. We hope to get back to the university this year on this second tier. One question is what do we call the next promotion, as in what should the title be?
 - Schnoebelen: If you have thoughts about this proposal, send me or Schmidt an email, as we represent the Senate on the Faculty Handbook committee.
 - Question from Camarda: What is the role of budgets in this promotion process?
 - Answer from Fritch: My notion is that once we get this set up, the money will be committed just like it is committed for promotion from assistant professor and promotion from associate professor.
 - Question from Lambing: How do the 8 years align or differ from KBOR schools? Is there some sort of table or document that could be included at the Gen. Fac. Meeting outlining this comparison?
 - Answer from Fritch: KU just approved their new contracts for lecturers, but the exact details are under wraps. Regarding my thought process on this issue: One, President Mazachek and I believe that P and T should be the first recognition for faculty on campus in terms of timing. Two, we don't want

salary discrepancies such that lecturers could have a higher salary than assistant professors. By the way, when we hire faculty at Washburn, we review CUPA data, but that data does not disaggregate levels of lecturers.

- Follow up from Lambing: I believe that since these are yearly contracts, we are in the same labor market as KU and KSU.

- Question from Cook: Is the promotion going to be a flat amount?

- Answer from Fritch: Yes, that is correct.

- Comment from Burdick: We are talking about a pay raise and a title change, correct? The reason for why the salaries can be compressed is because there is no reflection of the tiering within lecturers in the CUPA data, right? By the way, waiting eight years for a promotion is a long time.

- Answer from Fritch: That is correct that we are talking about a pay raise and a title change.

- Question from Williams: After a certain amount of time, would job security come with this?

- Answer from Fritch: No, that is not correct. Technically, every faculty member is on a one-year contract. There is no buyout clause, as it were, because we don't have multiple-year contracts.

- Question from Lambing: If a lecturer were to go on sabbatical for a period, would that count toward or against the eight years?

- Answer from Fritch: I am not sure. But Washburn is very unique in that we offer sabbaticals to lecturers. Since during a sabbatical, one cannot teach, then it seems the sabbatical would count against those 8 years.

- Question from Lambing: I want to confirm that yearly reviews are going on in every department with respect to lecturers. I ask that because of the minimum 7 years of meeting expectations requirement in the proposal.

- Answer from Fritch: Yes, with the exception of the Aleshire Leadership Center.

- Question from Burdick: Is there any information on the median age of people who begin their careers in the Lecturer role? I ask that because 8 years for some people will be different than 8 years for others, depending on when those different people become lecturers.

- Answer from Fritch: It becomes difficult to figure that out. As an example, it is very difficult to get a tenure-track position right away in music, so many people have to take other positions, like lecturer positions, before they can get a tenure-track position.

- Motion to approve and send forward to General Faculty: Lambing, seconded by Cook.

- Motion to pass 26-19 passes unanimously.

VIII. New Business –

- 26-20 Approval of Faculty Handbook Termination Procedure: Section G
 - To open our first reading of this proposal, Schmidt made a motion and Cook seconded the motion.
 - Fritch: We are doing this now because we wanted to work on the Lecturer promotion first. Some very minor changes need to be considered. See the highlighted sections in the proposal for such changes. I do take responsibility for the oversight that G did not get approved beyond the faculty handbook committee. So an important question that we needed to ask was: How can we make sure that something like this is not missed again? We will attach to the minutes of a Faculty Handbook meeting the actual documents that were approved. And why is this now a first reading? I decided that it needed to be voted upon by the Senate before being reconsidered by Faculty Handbook.
 - Comment from Schnoebelen: Please note that the Provost's office did consult with me, and we all agreed that two readings in the full Senate was the best way forward.
 - Comment from Worsley: We need to think about the timeframe because WUBOR will need to consider this proposal this spring.
 - Motion to close first reading: Schmidt, seconded by Cook.
 - Schnoebelen: We will see you all in two weeks for the second reading, in which we will actually vote on the item.

IX. Information Items – None.

X. Discussion Items –

- Shared Governance (presentation included in the agenda) (Dr. Fritch)
 - Question from Lambing: What are the steps that will be taken after the feedback for the Commitment to Shared Governance document is received?
 - Answer from Fritch: The goal is to get this document to WUBOR for their May 7th meeting.
 - Follow up from Lambing: Will faculty get to see this document again before it goes to WUBOR?
 - Answer from Schnoebelen and Fritch: Yes, at the Gen. Fac. Meeting in April.
 - Follow up from Schnoebelen: Accountability and Responsibility are two key pillars of the 'Commitment'. Please give us your feedback!
- Reinstating the Service Equity Task Force, aka Equity Service Working Group (Tonya Ricklefs)

- First, some background: This issue returned in the Faculty Affairs Committee. In 2021, there was discussion of having this committee. Kim Morse was Faculty Senate President at the time. The committee did move forward to try to gather information on what service was required of faculty. We then had a transitional time at Washburn in 2022, so the committee no longer worked to gather such information.
- When the climate survey came out in 2022, we realized that there was a dip in workload job satisfaction: 20% satisfaction!
- The committee still exists but is not functioning at the time. There are people with some passion about this issue. To restart the committee, the committee would be an ad hoc committee. We would like to develop a survey that would gather data on service workload and teaching workload. I have continuously had the question come to me about why there are differences in workload between units. So, is there anyone interested in being on this committee?
- Schnoebelen added that since KBOR just went through a process similar to this one, we should think about doing it as well.
- Comments from Williams: As a pro for this particular committee, and regarding the anti-tenure bill that circulated in the Kansas legislature, engaging this project would be good for that. As a con, what I really think about is unstructured, unforeseen administrative service. How would we capture that?
- Comment from Wade: One thing that I appreciate that CAS has done is that in the summer, there is a 4 k grant that is available for service projects that occupy summer time. We should look at this as an example for how to compensate faculty.
- Follow up from Ricklefs: Once we get together in this committee, these are the kinds of things that we can talk about.
- Follow up from Schnoebelen: Being able to compare between units would be helpful.
- Comment from Worsley: I was on the original committee, and the conversations that we had were very helpful.
- Comment from Schmidt: Is there still a mandate for such a committee? Maybe we should go ahead and formalize this and develop a task force with a clear charge and will come from Faculty Affairs.
- Clarification from Ricklefs: If you'd like to be looped in, please let me know, as I am Chair of Faculty Affairs.

XI. Announcements

- Hartman: There are two open at large Senate positions and nominations are due on Wednesday, April 1st. Self-nominations are fine.
- Adebayo: For the next Gender Brown Bag, please check the announcement about that from Academic Events.

XII. Adjournment of Meeting at 5:01 pm.