

2022 Concerns & Activity Table

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, Douglas Call*, drcall@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 15 Feb 22; 22 Feb 22; 8 Mar 22 Executive Budget Committee progress with WSU system budget model.	Provost Elizabeth Chilton and Vice President for finance and administration Stacy Pearson met with FS exec and FS budget committees on March 7th to share details about the developing modified RCM budget model. Post-meeting questions from senate budget were sent to Elizabeth. We have invited both Elizabeth and Stacy to present additional details to the senate and guests at a 90-min meeting scheduled for 3:30 to 5 on Thursday, April 14 th .
Posted 15 Feb 22; 22 Feb 22; 8 Mar 22 Professional leave for career track	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 are meeting with Senior Vice Provost Laura Hill on March 29 th to discuss different models for how professional leave might be offered to career-track faculty.
Posted 15 Feb 22; 8 Mar 22 Perennial use of one-year employment contracts for career-track faculty	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 8 th . 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. Further discussions will follow.
Posted 15 Feb 22; 8 Mar 22 Faculty salary equity program	The provost is developing a faculty salary equity program to address issues with equity, salary compression, etc. Provost Chilton provided an update on this effort at the meeting with Exec on March 8 th . We anticipate that we will learn more details before the end of the semester.
Posted 1 Mar 22 Confusion continues regarding specific requirements and their rationale for different instructional modalities	Request clear expectations between the use of AMS / Zoom / F2F requirements and addressing potential issues concerning university headcounts for in-person vs. remote online learning as it pertains to Institutional Research. Chair Call met with Bill Davis, Craig Parks and Michael Sugarman. There are no separate rules for AMS vs. Zoom. If you wish to present on-line courses, this is perfectly fine if you work with Global Campus and AOI to ensure that accreditation

	requirements are met. This does not have any implications for tuition dollars. The sole purpose of this requirement is to ensure that all classes are complying with NWCCU accreditation requirements. Chair Call still needs to follow up on the headcount question.
1 Mar 22 Yakima Consortium	WSU is proposing to change the Yakima Instructional Site to a new category called a consortium. The Provost's Office is seeking Faculty Senate approval of this change before advancing the proposal to the Board of Regents in May. To accommodate this effort, Stacy Pearson has yielded her speaking time on March 24 th (see below) to allow Craig Parks (VP for system innovation and policy) and Daryll Dewald (Chancellor, Spokane) to present this proposal to the senate. A draft memo of approval will be included as a discussion item at the March 24 th meeting and, if deemed appropriate by the senate, as an action item on April 7 th .
Posted 15 Feb 22; 24 Mar 22 How has WSU been spending COVID-19 relief funds?	Vice President for finance and administration Stacy Pearson is preparing a written report that will be disseminated to the Faculty Senate via a blog post. We anticipate that this will be available by mid-April.
Posted 15 Feb 22 COACHE – closes April 12th	The COACHE survey has been launched. Part-time career-track faculty, part-time tenure-track faculty (FTE < 0.75), and faculty with administrative appointments (assistant deans and higher) are not included in the survey. Please encourage all eligible faculty to participate so we have as much information as possible. Chair Call is serving as a co-chair with Senior Vice Provost Laura Hill for the working group that will examine this data and propose solutions to major weaknesses.
Posted 15 Feb 22; 10 Mar 22 L&I mandated increases in the overtime pay threshold	Rising OT thresholds threaten the research competitiveness of WA institutions of higher education. FS Exec has raised this issue with the President, and he has committed to working with other institutions to see if this can be addressed. Further discussions will follow.
Posted 22 Feb 22: Workday access to working balances	Need a streamlining process between administrators and faculty members to have clear account access and understanding of use agreements between various accounts. No action yet.
Posted 15 Feb 22; 22 Feb 22 New accreditation rules from NWCCU	NWCCU has released a number of rule changes for accreditation, mostly precipitated by the US Department of Education. Only two changes have implications for Faculty Senate: (1) Developing a mechanism for ongoing monitoring of out-of-class effort. Exec is currently working with Vice Provost Bill Davis to develop a proposal for how this can be implemented. 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.
Posted 15 Feb 22 Pullman Strategic Planning Committee	A newly formed Pullman Strategic Planning Committee is working on a campus-specific planning document. Associated faculty have been asked to contribute ideas (please see https://wsu.co1.qualtrics.com/jfe/form/SV_9moMTLMIqoxhwvs) and the committee organizers are conducting listening sessions (29 scheduled). Information from these sessions will serve as the raw data for the planning document. Chair Call, among others, is serving on this committee.

Posted 15 Feb 22 Addressing land grant revenue expenditures	Exec raised this issue with the president and provost. Please see the Feb 15 th FS blog for updated information. Further discussions will follow.
Posted 22 Feb 22: Gender-neutral terms in the <i>Faculty Manual</i>	Current binary language in the <i>Faculty Manual</i> needs to be updated to reflect gender- and binary-neutral language. Initial review of this idea is underway through FAC.
	https://news.wsu.edu/news/2022/03/10/wsu-leadership-provides-more-information-on-march-12-masking-changes/?utm_source=WSUNews-eneewsletter&utm_campaign=wsunewsnewsletter&utm_medium=email
Items presumptively concluded	
Posted 22 Feb 22; 1 Mar 22; 8 Mar 22 Lifting of mask mandates	From WSU March 1 st Covid update: “Beginning March 12, masks no longer will be required to be worn in a majority of WSU buildings. That includes classrooms, residence halls, recreation centers and dining halls. Face coverings will still be required on public transit and by those inside medical facilities, including Cougar Health Services and counseling centers, in keeping with Gov. Jay Inslee’s latest guidance and federal requirements. While these policy changes are being made, Cougs who feel more comfortable wearing a mask should continue to do so.” <i>Note that more specific information is provided in a senate blog dated 9 March 2022.</i>
Posted 15 Feb 22; 1 Mar 22 Continuing concerns about COVID-19 transmission on campus and COVID-19 communications	Please see Feb. 4 th FS blog for more information about the potential for in-class transmission. Please see https://wsu.edu/covid-19/covid-cases/ for updated information about contact tracing (21 Feb 22). WSU COVID-19 information: https://wsu.edu/covid-19/ .
Posted 15 Feb 22; 1 Mar 22 Growing enrollment challenges precipitated by the COVID-19 pandemic	Saichi Oba (VP for enrollment management) presented a summary of enrollment and retention efforts at the March 3 rd meeting of the Faculty Senate. FS exec and the president and provost had a wide-ranging discussion of this issue on 22 Feb 22. It is a complex topic and multiple pieces are in motion to turn trends in a positive direction. FS exec met again with Saichi and Andrew Brewick (Director of Admissions) on Feb 28 th to continue discussions. If senators have specific questions, please reach out to Saichi, Andrew or Call.
Posted 15 Feb 22; 1 Mar 22 Academic and Faculty Affairs Working Group has launched	This provost-initiated working group has completed their efforts to identify language from the <i>Faculty Manual</i> that needs to be updated to address potential conflicts of interest between the Provost and Pullman Chancellor when this is the same person. This information has been forwarded to FAC for consideration.
Posted 15 Feb 22; 1 Mar 22 Staff recruitment and retention	Please see Faculty Senate blog from 1 Mar 2022

Posted 15 Feb 22; 22 Feb 22 Growing administrative expenses	Provost Chilton presented data about WSU administrative expenditures relative to peer institutions during our 22 Feb 22 FS Exec meeting with her and the president. Please see the FS blog from 24 February for more information.
Posted 15 Feb 22 Activity Insight	If you have not already engaged with the annual review exercise and Activity Insight, please see the FS blog from Feb 4 th
Posted 15 Feb 22; 22 Feb 22 Contract processing	At the exec meeting with the president and provost (22 Feb '22), we learned about multiple efforts that are underway to streamline contract processing for academic delivery including delegation of authority, shared positions, etc. At this point we respectfully suggest checking in with senators in fall 2022 to determine if significant concerns remain.
Posted 15 Feb 22; 22 Feb 22 How is WSU F&A being expended?	As part of a recent update to Executive Policy #2, the Office of Research committed to providing annual updates on indirect cost expenditures. Updated information is now available at: https://research.wsu.edu/office-research/report/fa-report/ . Please note that the information provided in future reports may change as the new systems budget model is developed. Please inform Doug Call if you have any questions or concerns.
Reasonable accommodations	Faculty have raised concerns about the potential for repercussions when staff or faculty request reasonable accommodations. Please see the FS Feb 11 th blog for more information.
Significant delays in account setup and invoicing through SPS	Faculty have raised concerns about the extensive delays involved with account setup and invoice processing at SPS. Please see the FS Feb 7 th blog for more information.
Given the closure of university stores, will WSU launch a punchout/cart system for rapid processing of commonly purchased items through Workday?	Chair Call brought this question to Matt Skinner (Associate Vice President for finance). This has been discussed, but the current Workday solution for this function is receiving mixed results at other institutions. Canvassing of priorities at WSU also suggest that this is a lower-priority concern for the near-term and thus it is not being pursued at this time. Other concerns have been raised (e.g., how Workday relates to grant accounts and access) that probably require a more direct discussion with Matt Skinner and his team. Please contact Doug Call if you need help facilitating these discussions.
Recommendation to follow up on constituent concerns at each Faculty Senate meeting	Exec is now employing a combination of this summary document and FS blogs to better communicate the status of FS concerns and activities.
Posted 15 Feb 22 Academic Analytics	WSU has committed to an Academic Analytics contract and training for relevant administrators is underway. The principles document that was developed by Senior Vice Provost Laura Hill and the Exec is being distributed to all trainees.

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

Spring semester Faculty Senate blogs (<https://facsen.wsu.edu/current-blog-posts/>):

- Follow up on WSU masking policy, 9 Mar
- Follow up on staff recruitment & retention survey, 1 Mar
- More on Administrative Expenses, 24 Feb
- How does WSU spend 'grant lands' revenue? 15 Feb
- Reasonable accommodation, 11 Feb
- What is happening with SPS? 7 Feb
- Concerns about administrative bloat, 7 Feb
- Tracking materials through the Faculty Senate, 7 Feb
- Activity insight...yes, it's that time! 4 Feb
- COVID-19 transmission in classrooms? 4 Feb
- Addressing workplace misconduct, 31 Jan
- Mask distribution at WSU & COVID funding, 27 Jan
- COACHE and Academic Analytics, 27 Jan