

AHE SENATE MEETING MINUTES

June 11, 2025

In-Person and Online Via Zoom



Attendance:

In Person

Amstadter, Logan
Bagwell, Geoffrey
Buckley, Michael
Campbell, Holly
Carlson, Bobbi
Cartwright, Ben
Daily, Bev
Dalsanders, Christie
Deffe, Cindy
Deyo, Robert
Dimick, Susan
Dubois, Rick
Eggerman, Jason
Flock, Barb
Franklin, Jackie
Kier, Laura
Lopez-Schindler, Lenora
Megow, Lyn
MitmaMomono, Christina
Moorhead, Ronda
Morrow, Corrine
Murphy, Helen
Nelson, Thomas
Newcomer, Tybre
Odlevak, Janine
Pearson, Michelle
Rambo, Bill

Roe, Timothy
Satake, Katie
Satake, Scott
Shelton, Shawna
Stack, Brian
Throop, Judith
Vogel, Rob
Williams, Lisa
Woods, Laura
Zirotti, Laurent

Online

Anderson, Amy
Bem, Greg
Bishop, Adriana
Bjerke, Joy
Browning, Kristen
Case, Emma
Commers, Ken
Compton, Renee
Condon, Jill
Cusack, Jessica
DeBolt, Katella
Elgee Sanders, Kari
Fadeley, Megan
Gamble, Anna
Garcia, Sylvia
George, Kathy
Green, Sabina

Guthrie-Martinez, Megan
Hain, Ronda
Hanson, Callie
Henry, Chad
Johnston, Landon
Jones, Tina
Keller, Dave
Kovarik, Camille
Lackey, Ray
LaPlante, Roger
Litzenberger, Julie
Mandler, Ken
Martin, Melinda
McCoy, Jennifer
McLean, James
Moser, Heidi
Nemri-Webber, Rabab
Nemri, Kamilia
O'Sullivan, Mikey
Osborne, Diana
Rasmussen, Angela
Steele, KayDee
Volkman, Natasha
Wanke, Colette
Wash, Shawn
Weaver-Forsman, Britni
Wizner, Angela
Wylie, Mark

Call to Order: The meeting was called to order at 2:02 p.m. by Bev Daily.

Minutes

Approval of Minutes

Rob Vogel motioned to approve the minutes; Laura Woods seconded. The motion passed.

Treasurer's Report

	Income	Expenses	Total Assets End of Month
May	\$9,347.82	\$4,267.32	\$268,130.90

Thomas Nelson motioned to approve the May treasurer's report; Scott Satake seconded. The motion passed.

Old Business

Communications

It looks like future AHE communication will most likely come through your personal email. We promise not to spam your inbox with lots of emails; we will be intentional about sending emails only when necessary. We are also making updates to the website so that we can better utilize it to get important information to faculty.

WEA Grant

We have had our last two WEA grant events. They both went well. We are sending thank you's to those who contributed and to WEA for supporting these great activities and connections that are being formed through the new relationships with our regional WEA colleagues. Thank you to those who attended and supported this program.

New Business

Contract Updates

The printing of the Master Contract for 2025-28 has been completed. They should be in your mailboxes or at least delivered to the mailroom. Check your boxes or check with your division's admin assistant to get yours.

The Master Contract is also available as a PDF, which can be downloaded from the HR Intranet or the [link on our AHE website](#). Paper copies are not being distributed to adjuncts, but any adjunct who is interested in obtaining a paper copy of the contract can contact Human Resources, their AHE VP, or their dean.

We hope to have educational opportunities next Fall for those interested in learning about the Master Contract in more detail on a more ongoing basis. We encourage you to dig into the contract and start learning more about it, and also, please consider being part of the next bargaining commission and contributing your voice to the development of future contracts.

Fall Elections - Senator At Large

When we return in the fall, we will need to hold elections in October for the position of Senators-at-Large for all three units (SCC, SFCC, and SCC-Extensions). These will be for two-year terms for academic years 2025-26 and 2026-27. Unlike the President, Vice Presidents, Treasurer, and Secretary, the Senator-at-Large does not have specific duties for their position spelled out in the Constitution or Bylaws. However, they are a member of the Executive Board, which does have specific duties such as developing the agenda for Senate meetings, developing the proposed annual budget, and approving Presidential appointments. In a sense, they represent the voice of all Senators for their unit (SCC, SFCC, or SCC-Extensions) during Executive Board meetings. If you are interested in getting involved with the AHE Executive Board, Senator-at-Large is a great opportunity. Please feel free to speak with any of the current Senators-at-Large or other members of the Executive Board if you'd like more information.

Additionally, the Executive Board will have a vacancy in the SCC Vice President position starting on July 1 due to Jason Eggerman moving into the President's position. Because Vice Presidents are all up for election next spring, this is a one-year vacancy that can be filled through an appointment. After consulting with current President Bev Daily and the other VPs, Jason has decided to appoint Tim Roe to fill the one-year vacancy of SCC Vice President for next year (beginning July 1).

Workload Creep

There are concerns about expectations that administration puts on faculty. There are several examples of this issue occurring, but one current example is the new expectation that we make all of our courses fully accessible. This is particularly challenging in that the needs/challenges are very different in different disciplines. When asked to complete additional work, it is okay to say no. It is also okay to say, "Yes, I will do this work if you pay me to complete it." Faculty can reach out to their AHE VP or AHE president to get support with discussing workload and/or compensation with their administrator.

Personal Device Usage

We are concerned with the expectations that seem to be increasing related to faculty utilizing their personal devices for Spokane Colleges' work. Examples include things like multi-factor authentication and the new security app. We need to keep in mind that Spokane Colleges should not be expecting us to utilize our personal devices to fulfill our work requirements. We may need to start saying "no" more frequently.

Keep in mind that no is a full sentence. We often agree to things for our students, but we need to say no so that we will all take care of ourselves and be here for our students in the long term.

Another example is when the administration complains about budget shortfalls, they still get paid for their work, get their raises, get their travel covered, etc. We should expect the same things.

When asked to do extra work, we should be asking for extra money or saying no.

There was a question about the accommodations related to deadlines and support for the accessibility expectations. AHE has pushed for more specifics and is working on it. Also, if faculty receive accommodation requests, you can reach out to the DAS office to ask for more information or to receive resources to help you meet the accommodations. Read through the accommodations very carefully, and make sure to communicate with the DAS office about how to actually fulfill the accommodations.

We need to be careful about accommodations and consider including AHE in these conversations. AHE can represent faculty during accommodations discussions because DAS accommodations can impact workload.

Another member said that another area we need to be careful about with workload creep is department chairs. Department chairs need to be careful about not doing work above and beyond their contractual duties. For example, any work chairs complete during the summer should be minimal (i.e. updating the fall quarter schedule).

Faculty can also ask for release time to complete work above their 35 hours contracted per week.

A member asked about personal devices and when they become subject to public information requests. They can only look at your personal devices if you have downloaded anything to them. So, for example, if you access email or Canvas on a personal device they cannot search it. But, if you download something to your documents (such as an email attachment or your Canvas grades) then that device does become discoverable. You should not download student work, for example, to a personal device.

Faculty cannot be required to use their personal devices for things like signing into a training (or other similar expectations).

President's and Vice Presidents' Reports

AHE President Bev Daily:

If you haven't done it yet, please view the presentations from the potential bookstore vendors and then provide your feedback. Whoever our next vendor is will impact us and how we get students access to course materials.

The state budget seems to be complete at this point. There are more concerns about the federal budget. We are continuing to watch that and work on what we can.

There will likely be decisions this summer about how to respond to the IT survey. There are likely opportunities to communicate more effectively, as well as we hope that they will provide more options for technology. We hope to see some improved structuring around IT when we come back in the fall.

SCC VP Jason Eggerman:

Administration announced last week that the Arts and Sciences division will be split into two new divisions. The first division will consist of three departments: English & Foreign Languages, Communications, and Social Sciences & Humanities departments. The second division will also contain three departments: Math, Science, and PE/Health. The names of the new divisions are still to be determined. Conversations are still ongoing about where Libraries and Tutoring will fit into the new division structure, but Libraries and Tutoring will remain under Assistant Dean Erin Smith. Screening committees will conduct their work during Fall quarter, with the new deans each starting on or before January 1, 2026. Solicitations are currently underway for tenured faculty who are interested in serving on these committees.

We recently had the tenure celebration, and SCC had a very large class. Congratulations to all those who achieved this very important milestone.

Hiring season is wrapping up, and we have some new full-time hires to announce. In the Counseling department, annualized counselors Callie Layman and Carlos Garcia have both been offered tenure-track positions. The department is looking to backfill those two annualized positions from the existing pool of applicants. For English, Amie Schaumberg will be transferring from her full-time position in Colville to fill the full-time vacancy in the English department on the main campus. The rural English position will be revisited next year and is vacant at this time. In Business Technology, Kari Elgee Sanders was hired into an annualized position. In Environmental Sciences, Tyler Sweeney has been hired into a tenure-track position in Agriculture/Horticulture. The Practical Nursing program will be joined by new tenure-track hire Betty Bowman, and Aviation Maintenance will be joined by new tenure-track hire Michael Buettner. The search for a new full-time instructor in Heavy Equipment is still ongoing.

We also want to thank retiring Senator Cindy Deffe for her service. There are many kind words we could say about Cindy. She was perhaps the ideal senator who was present at senate, always asked good questions, and always showed up to represent her group and their interests. We wish Cindy all the best in her retirement.

SCC Extension VP Rob Deyo:

The big concern right now is related to the federal budget. Our full-time faculty are under state funds so are more stable, but there are concerns related to some adjunct positions that are funded through federal funds.

Rabab Nemri-Weber has accepted the ESL tenure-track position.

The PACE program is ending this quarter. We know how important and valuable the PACE work has been, so we wanted to give a huge thank you to all of the PACE faculty.

Get some good rest this summer, enjoy time away, and we look forward to another great year next year.

SFCC VP Jackie Franklin:

Bev gave a huge shout-out to Jackie for all of her work facilitating communication with our president's office.

Please pick up your contract and carry it with you. Bring it with you to meetings and use it.

I will have an out-of-office response on my SFCC email, so please call my personal cell phone if you need something from me this summer. I am here to work for you this summer as needed.

Enjoy your summer and be ready to get back to it this fall.

Adjunct Representative Lena Lopez Schindler:

Thursday, June 12, is the last day to turn in your two-year averaging form. Please submit it if you haven't yet.

Adjuncts can attend the Bellevue College workshop on how to apply for unemployment during the summer. Please consider attending those. You can find the links to register in the email from Lena.

All adjuncts should submit the two-year averaging form regardless if they think they will need it or not.

Good of the order:

Bev expressed her appreciation for the faculty's support and for allowing her to represent us throughout the past couple of years. She also encouraged faculty to consider becoming more active in the union. It takes a lot of us to give a little bit to continue having a strong organization.

Scott expressed his appreciation for all of Bev's hard work, effort with AHE, being an excellent math teacher, and being an amazing human.

A member expressed concerns about the lack of transparency from administration related to budgets and finance at Spokane Colleges. Bev explained that the BPAC committee has been more transparent than it has in the past, but that more transparency needs to be available to all faculty. That is something that AHE and faculty more generally should work on next year. We likely need to help administration understand how to do this effectively.

Faculty may want to look at the Board of Trustees reports. Those are public and available on the Spokane Colleges website.

Jackie Franklin made a motion to adjourn; Lyn Megow seconded. The meeting adjourned at 3:15 p.m.