

AHE SENATE MEETING MINUTES

October 14, 2025

In-Person and Online Via Zoom



Attendance:

In Person

Amstadter, Logan
Bagwell, Geoffrey
Bankston, Zach
Bem, Greg
Campbell, Holly
Carlson, Bobbi
Clark, Sam
Coffey, Jeff
Cuisinier, Eddy
Dalsanders, Christie
Deyo, Robert
Dimick, Susan
DuBois, Rick
Edwards, David
Eggerman, Jason
Fox, Gigi
Franklin, Jackie
Gamble, Anna
Gates, Devika
George, Kathy
Green, Sabina
Hein, Bradley
Kier, Laura
Livingston, Tony
Lopez-Schindler, Lenora
Martin, Melinda
McCoy, Jennifer
Megow, Lyn
MitmaMomono, Christina
Moorhead, Ronda
Morrow, Corrine

Nelson, Thomas
Newcomer, Tybre
Pearson, Michelle
Rambo, Bill
Roe, Timothy
Satake, Katie
Satake, Scott
Schluter, Russell
Shelton, Shawna
Stack, Brian
Throop, Judith
Trujillo, Cindy
Ugaldea, Ben
Vogel, Rob
Williams, Lisa
Zirotti, Laurent

Online

Anselmo, Paula
Anthony, Jared
Bailey, Ian
Buff, Linda
Cary, Chris
Case, Emma
Christman, Zachary
Condon, Jill
Cosner, Rebecca
Cusack, Jessica
Daily, Bev
Elgee Sanders, Kari
Fadeley, Megan
Fick, Karen

Flock, Barb
Garcia, Sylvia
Goffinet, Renee
Guthrie-Martinez, Megan
Henry, Chad
Hilton, Samantha
Jones, Tina
Kelley, Ryan
Kovarik, Camille
Krestian, Kenneth
Kuhle, Teya
Lackey, Ray
Layman, Callie
McCann, Samantha
McLean, Scott
Moore, Michele
Moser, Heidi
Nemri, Kamilia
Nemri-Webber, Rabab
Odlevak, Janine
Roewe, Liz
Smith, Angela
Steele, KayDee
Stephens, Samantha
Tenold, Tana
VanRiper, Anne-Marie
Wanke, Colette
Weaver-Forsman, Britni
Woods, Laura
Wright, Aryn
Wylie, Mark

Call to Order: The meeting was called to order at 2:45 p.m. by Jason Eggerman..

Minutes and Finance

Approval of Minutes

Lena Lopez Schindler motioned to approve the June minutes; Melinda Martin seconded. The motion passed.

Treasurer's Report

	Income	Expenses	Total Assets End of Month
June	4,868.641	43,508.95	228,649.05
July	9,450.69	11,179.25	226,920.49
August	330.07	1,040.12	226,210.44
September	286.33	1,649.67	224,847.10

Bobbi Carlson motioned to approve the June treasurer's report; Lena Lopez-Schindler seconded. The motion passed.

Laura Kier motioned to approve the July treasurer's report; Scott Satake seconded. The motion passed

Bill Rambo motioned to approve the August treasurer's report; Lena Lopez Schindler seconded. The motion passed

Jeff Coffey motioned to approve the September treasurer's report; Michelle Pearson seconded. The motion passed

Geoffrey Bagwell discussed the past Profit and Loss statements and solicited feedback on what type of information the members would like to see. He will bring examples to future meetings.

Old Business

None

New Business

2024-2025 Budget Review

The Senate reviewed the 2024-2025 budget and compared it to actual expenses for the year. For 2024-2025, we came in approximately \$3,500 under budget. Individual line items that went over or under budget last year were discussed.

Members expressed interest in hearing a report-out from the NEA-RA and WEA-RA, similar to the report out they received last year after NCHE. Delegates who attended NEA-RA in July will have a report at the next senate meeting. WEA-RA occurs in April, so any report out on that would occur in May or June. Jackie pointed out that NEA-RA and WEA-RA are a little different because they are conventions where delegates vote on things. Since it's not a conference, the report-out for NEA-RA won't be quite the same as NCHE.

A member mentioned that there is a new magazine put out by the NEA focusing more on higher ed. Keep an eye out for it.

Members inquired about how much of our dues go to NEA, who votes on dues, and how is voting done. Geoffrey explained the proportion of dues that go to each entity. Full-time dues are approximately \$70.50 per pay period, but they are only deducted during the 19 pay periods from September 25 to June 25. This means if you are receiving your salary over 24 pay periods, there are no dues taken out July 10 to September 10. The breakdown of the \$70.50 in dues each pay period is approximately as follows: \$11.50 goes to NEA, \$33.63 goes to WEA, \$11.55 goes to Uniserv, \$1.32 goes to scholarships/outreach, and \$12.50 goes to your local AHE. Uniserv refers to the regional offices around the state. For example, the building where we meet for union meetings is a Uniserv building. There are costs associated with maintaining the building, and there are full-time staff who work there who provide us with support on things like grievances, bargaining, outreach, training, etc.

For adjuncts, dues are deducted only from October 10 to June 25, since there is no September 25 payroll for adjuncts. Dues are about \$24.66 per pay period, and the breakdown is (approximately) as follows: \$4.05 goes to NEA, \$8.87 goes to WEA, \$1.50 goes to Uniserv, \$1.24 goes to scholarships/outreach, and \$9.00 goes to your local AHE. We will post this information about dues on our website.

The process for how dues are set was also discussed. Dues are set through democratic processes at various levels. We set our local dues, WEA-RA has input on WEA dues, NEA-RA has input on NEA dues, etc.

2025-2026 Budget Approval

A proposed budget for 2025-2026 was presented. This budget was developed by the Executive Board after reviewing prior-year budgets. As in previous years, the largest portion of the budget is used to pay for officer release time for the President and Vice Presidents. This release time allows the AHE President and VPs to do the daily work of problem-solving and advocating for members. Helping our membership to understand the importance of this release time is a priority, because many may not see the daily, behind-the-scenes work that goes on, and it is that kind of work that has allowed us to have a strong contract and strong union.

Bill Rambo made a motion to approve the 2025-26 budget. Holly Campbell seconded. The motion passed.

Jason reminded the Senate that they may want to consider raising local dues a small amount for full-time faculty. We voted to lower adjunct local dues a few years ago to ensure they were never higher than full-time local dues. Any increases in dues over the last 15 years are because of WEA and NEA raising state and national dues. We have not asked the Senate to consider raising local dues since October of 2016, when the Senate voted to increase local dues for full-time faculty by \$1.00 per pay period. The cost of doing business is going up, so we are asking the Senate to consider proposing a small local dues increase for full-time faculty only. Any approved change in local dues would not go into effect until September of 2026.

Members requested that the treasurer calculate the result of how much additional funds a \$0.50 or \$1.00 increase in local dues would generate. This will be provided at the November Senate meeting.

Elections Commission

Our bylaws call for an Elections Commission that has 6 members (2 from each unit: SCC, SFCC, and SCC-Extensions) to be appointed by the President and then approved by the Senate. They do not have to be Senators. This is the group that will handle running our elections by calling for nominations and running ballots when necessary. Jason requested Senate approval of the following appointments for the Elections Commission for 2025-2026: Barb Flock (SCC), Bradley Hein (SCC), Corrine Morrow (SFCC), Brian Stack (SFCC), Rob Deyo (SCC-Extensions), and Logan Amstadter (SCC Extensions). Jason explained that since Scott Satake helped to run elections last year, he will be working with this group in a mentor/advisor capacity this year.

Rob Vogel made a motion to approve the appointments for the Elections Commission. Lyn Megow seconded the motion. The motion passed.

Elections for Senators-At-Large

Per our bylaws, we need a Senator-at-Large for each unit (SCC, SFCC, and SCC-Extensions). Each Senator-at-Large must be a senator, and only senators vote for the office of Senator-at-Large. The Senators-at-Large are members of the Executive Board who represent the voice of their fellow senators at Executive Board meetings. Scott Satake announced that the following nominations had already been received: For SCC, Holly Campbell and David Edwards. For SFCC, Shawna Shelton, and for SFCC-Extensions, Bobbi Carlson.

Scott Satake called three times for additional nominations from the floor of the Senate for the position of Senator-at-Large for SCC. There were no additional nominations. Bill Rambo made a motion to close nominations, and Corrine Morrow seconded. The motion passed.

Scott Satake called three times for nominations from the floor of the Senate for the position of Senator-at-Large for SFCC. Tybre Newcomer was nominated and declined the nomination. Hearing no additional nominations, Michelle Pearson made a motion to close nominations, and Bobbi Carlson seconded. The motion passed.

Scott Satake called three times for nominations from the floor of the Senate for the position of Senator-at-Large for SCC Extensions. There were no additional nominations. Shawna Shelton made a motion to close nominations, and Corrine Morrow seconded. The motion passed.

Bill Rambo made a motion to accept the candidates Shawna Shelton for Senator-at-Large for SFCC and Bobbi Carlson for Senator-at-Large for SCC-Extensions by acclamation. Melinda Martin seconded the motion. The motion passed.

For the position of Senator-at-Large for SCC, the Elections Commission distributed ballots to the senators in attendance. Holly Campbell was elected Senator-at-Large for SCC.

Opportunities for Involvement

There are going to be opportunities for involvement this year that don't require being a member of the executive leadership team. The Executive Board would like to get as many members involved and engaged in meaningful ways as possible. Here are ways to get involved that are coming up:

WEA Representative Assembly (WEA-RA): This year, WEA-RA will take place in Spokane at the Convention Center April 9-11, 2026. Delegates from across the state gather to discuss and vote on business items, resolutions, changes to the WEA Bylaws, and priorities for WEA. Essentially, WEA-RA is the democratic governing body of WEA. Much of the business conducted at WEA-RA focuses on K-12 issues, but it is important for higher education to be represented. Delegates also have the chance to caucus and network with other higher education delegates from across the state. WEA will inform us of the exact number of delegates, but we typically have around six delegates we need to elect. Any active member can run to be a delegate. The Elections Commission will handle these elections in either November or December.

NEA Representative Assembly (NEA-RA): This year, NEA-RA will take place July 3-7, 2026, in Denver, CO. NEA-RA is similar to WEA-RA, but it is much larger. We are typically allotted two or three delegates, with the AHE President automatically filling one of those spots. We will elect one delegate and one alternate for NEA-RA. The Elections Commission will handle this election in November or December.

Bylaws Review Group: We will be doing a review of our Bylaws to update and revise them where needed. The goal of this work is to either align our Bylaws with our current practices or to adjust certain practices to be more in line with our Bylaws. Any proposed edits to our Bylaws must first be presented in writing to the Executive Board for review and discussion. After that, they can come to the Senate for a vote. Bylaws changes require a two-thirds vote of the Senate. At this point, dates and times for this group are still to be determined, but if you are interested, please reach out to either Jason or your Vice President.

Contract Education Group: This will be a group for those who want to learn more about the Master Contract. It can be for personal education, or it can be for those who might have an interest in serving on the Bargaining Commission when the time comes for that (likely in early 2027). At this point, dates and times for this group are still to be determined, but if you are interested, please reach out to either Jason or your Vice President.

Standing Committees: Our Bylaws call for three standing committees designed to deal with certain aspects of the ongoing business of the organization. They are the Membership Committee, the Social/Courtesy Committee, and the Adjunct/Hourly Committee. Members can read about each committee in our Bylaws. Per our Bylaws, committee members are appointed by the President, so please contact Jason if you are interested in one of these three committees.

WEA Eastern Washington (EW) Uniserv Council Representatives: WEA-EW Uniserv Council is the regional office for WEA, located in Spokane. We have eight delegates, and Jackie Franklin has been serving as a delegate for the past few years. Meetings are usually Wednesday evening the same week as our Senate meetings, in the WEA building. Please contact Jackie if you are interested in knowing more about what happens at Council, and please contact Jason if you are interested in serving as a delegate.

VEBA Reminder

The Benefits Office sent out an email at the end of September notifying everyone about the current VEBA options in effect. Faculty interested in changing any of the VEBA options have until November 1 to submit a petition to the AHE President. The petition needs signatures from 10% of that membership group. Remember that full-time faculty and adjuncts are different member groups when it comes to VEBA. If you are interested in starting a petition, please speak to Jason for assistance on how to do so.

Members indicated an interest in having a more detailed discussion on what VEBA can be used for and how to use VEBA. AHE will coordinate with the Benefits Office to see what is possible. There is also information on the VEBA website under the "Resources tab."

Early Retirement Notification Incentive Reminder

The email has come out from Human Resources reminding tenured or long-time (five years or more) annualized faculty about the early retirement notification incentive. This incentive is no longer a flat rate. It is now 8% of your annual base salary if notification is submitted by November 1, or it is 4% of your annual base salary if notification is submitted by February 1. Please remember the percentage only applies to your base salary, not your total compensation, which might include moonlights, department chair stipends, etc.

To be eligible for the early notification incentive, your last day must be between the last workday of a quarter and the first instructional day of the following quarter. This typically means retiring at the end of a quarter, but it also allows faculty to retire on one of the faculty workdays at the start of a quarter. For example, faculty could choose to retire next year on September 17 or September 18. If they do, their 8% (or 4%) incentive would be based on the prior year's salary. However, someone retiring next year on September 17 or 18 would have health insurance through the end of September, their sick leave would cash out at a higher rate (with a possible step movement and/or COLA in September), and they would earn an additional 7 hours of sick leave since they worked at least one day in September. Faculty with questions can reach out to Jason or the VPs for help understanding their options.

Academic Freedom and Free Speech

Faculty should have received an email from the VPI or VPL at their college about academic freedom. Those emails were intended to reinforce the colleges' commitment to upholding those rights. Faculty have academic freedom in the classroom. However, as the Master Contract points out, *"they should be careful not to introduce into their teaching controversial material which has no relation to their subject."* Many disciplines frequently look at controversial topics, and this is very normal in higher education. The point is not to introduce things that have no relation to your subject area.

Remember also that while we all have the right to express ourselves as private citizens, students are also out in the community and on social media. As such, it is strongly discouraged to be friends with students (past or current) on social media. To be clear, this is an opinion being expressed by AHE, not a policy of Spokane Colleges. However, faculty should be aware that if they have current or very recent students as friends on social media, their social media accounts could be seen as part of their job and could be subject to archiving policies, public records requests, etc. It is worth remembering that while we all have free speech in the sense that Spokane Colleges cannot use what we say as private citizens to discipline us, that does not mean that our speech in public or on social media will always be 100% free of consequences related to reactions it may draw from students, the media, the public, etc.

Academic freedom also means that faculty have the right to meet the learning objectives of the course how they see fit. No administrator, department chair, or colleague should ever infringe on another faculty member's academic freedom. Anyone hired to teach at Spokane Colleges has the right to use textbooks or other materials of their choosing. They also have the right to assess learning as they see fit. Any attempt to require other faculty to use specific books, curriculum, classroom techniques, materials, tests, assignments, rubrics, etc. is a fundamental violation of their autonomy as an instructor and their academic freedom. Courses have shared course outlines, shared course descriptions, and shared learning outcomes. However, the way in which each of us addresses those learning outcomes and course outlines is up to us as individual instructors. If anyone ever feels they are being pressured into using specific curriculum, assignments, books, etc., please contact Jason or your VP.

Flex Classes and Teaching "Hyflex"

Jason reviewed the definition, history, and purpose of the "Flex" modality. A Flex class is one where students can attend in person, or they can complete coursework asynchronously online. There are many ways to do it, but the general idea is that students can come in person when they want, but also complete the class online at other times. Flex was bargained into the Master Contract in 2018 and 2019. At the time, it was intended as a temporary solution to anticipated parking shortages at SCC during construction of the North/South Freeway. Prior to COVID, SFCC actually had no interest and did not allow the scheduling of Flex classes at their college.

Flex classes were intended as a backup modality for situations where in-person, online, and hybrid modalities were not working well. At the time, the intention was that there needed to be a specific reason to offer flex, and it was never intended as a modality to use based solely on preference. The Master Contract captures this in the statement at the beginning of Article 5, Section 3, Paragraph M: *"If student need is not met through face-to-face, hybrid, or online modalities, as determined through conversation between the AAd, AEe, and department chair, classes may be offered in the flex modality."*

This conditional statement captures the spirit that Flex classes were intended as a backup option intended only for unique situations. It also captures the intention that teaching a Flex class would always be an individual choice, after a conversation between a faculty, their chair, and their dean. This means deans and departments

cannot require anyone to teach a Flex class. Teaching a Flex class also cannot be required in job announcements. We are correcting one contract violation with an MOU of a job posting that incorrectly listed teaching Flex classes as a requirement of the job. We have had several instances of deans or departments telling people their classes have to be Flex, and that is a violation of the Master Contract.

Teaching Flex is an individual decision, just like listing one of your courses on the schedule as using open educational resources (OER) instead of a traditional textbook or scheduling one of your classes to be writing intensive. That personal autonomy needs to be respected the same way for Flex classes. Faculty should keep in mind there is a danger in over-utilizing something that was intended for unique situations, since it may start to create the expectation that all faculty use it. We support individuals using Flex in specific cases where it makes sense, but we caution over-utilizing Flex to the point that administration will start to see it as just another modality choice. This could lead to an expectation that everyone teach Flex classes, which was never the goal.

There are also some classes being called “hyflex,” which typically means teaching a Flex class that also has a component where students can attend the face-to-face class synchronously on Zoom instead of physically coming to class. Any instructor who has the desire and technical know-how to allow students to attend via Zoom is welcome to incorporate that into their class. However, please know that “hyflex” is not an actual term in our Master Contract. It is also not something that can be required by deans or departments that anyone teaches their class as “hyflex.” This is another area of personal choice, just like teaching with OER or teaching a writing-intensive class. If you feel like you are being pressured to teach Flex or if you are being asked to teach “hyflex,” please contact Jason or your VP.

President’s and Vice Presidents’ Reports

AHE President Jason Eggerman:

Jason introduced Devika Gates from SFCC as the new co-secretary replacing Tim Roe.

There is a new Tenure Handbook and a new Model Tenure Packet. Any current tenure committees or probationers should be sure to look at these. Both are available online on the Human Resources page under the Intranet. The VPI and VPL have printed copies available. The Model Tenure Packet will likely be revised again, so it is only available at this time electronically, with a very small number of printed copies. Many thanks go to the people who put in their time to make this happen. Special thanks go to Bev Daily, who did the bulk of the work rewriting the first draft of the new Tenure Handbook.

The Chancellor has hired Daniel Duffy as a temporary CIO. This hire will be for six to nine months, and we will be conducting a search this year for a permanent CIO. This decision came after the consulting group CampusWorks had worked with the District to do an assessment of IT and technology needs. CampusWorks offers a list of temporary CIOs to help stabilize things before the new permanent CIO arrives. It is expensive, costing about \$30,000 per month, but the Chancellor felt the District would benefit from this option.

Dr. Lori Hunt will be leading the Strategic Planning work that will take place this year. Jason sent out a reminder about this solicitation, so please submit your name to Jason by Friday, October 17, if you are interested.

We are working with the Chancellor and Fred to ensure a timely search process for SFCC’s next President. It is imperative that this search is competitive, and being on cycle with the hiring season is critical for that. SFCC will have listening sessions coming up later in October and early November. The solicitations for this committee should come out at some point in November, with a first kickoff meeting for the committee planned during the

first week of December. The solicitation for this committee will come from Jackie when it is time, so keep an eye out for that.

Faculty at SFCC may have heard about or seen a document referred to as the Hanover Report. It was shared with DEGA and with Governance. The document contains results from listening sessions that occurred at SFCC last year about the college climate. We are bringing it up here because AHE was mentioned in a few places in a negative light. As President, Jason wants to be sure that voices and concerns are heard when it relates to AHE. Anyone with thoughts to share about the Hanover Report can call his cell, text him, or send a personal email. They can also send an anonymous note through intercampus mail (Mailstop 2011) or arrange a one-on-one meeting. Jason will also look into setting up at least one in-person listening session on the SFCC campus and one Zoom-only listening session for anyone who wants to drop in to share their thoughts.

SCC VP Tim Roe:

There are dean searches underway for Arts & Sciences and the new division. There are 33 applicants for the dean who will oversee Math, Science & PE, and there were 57 applicants for the dean who will oversee the departments in Building 1 (English/Languages, Communications, and SSH). Both committees are beginning the interview stage shortly. Watch for forums in mid November. Please attend and come prepared with questions for the candidates.

Per President Martin, we are in a good place fiscally, and will continue to focus on generating enrollment.

The student health clinic will be closing. Students will no longer be charged the student fee for the clinic. They will be able to access services at the local CHAS clinic. The mental health interns program will still exist.

AHE has been assured that testing services will be continuing, but we do not have specific logistics yet.

SCC Extension VP Rob Deyo:

The big news out of Extensions is that the Extended Learning Division is restructuring. Jaclyn Jacot sent out an email with the changes on 10/13. The change is occurring now to provide adequate support to the Rural programs. The Dean of Extended Learning will now be the Dean of Rural Education and will no longer oversee the Corrections program. The Associate Dean of Corrections will report directly to the SCC VPI. All employees serving the Rural centers will report to the Dean of Rural Education and will be part of the Rural Education Division. Other elements formerly under the division of Extended Learning, such as ACT 2 and apprenticeships, will move under Julie Parks or under the Technical Education division.

SFCC VP Jackie Franklin:

Thank you for volunteering for SFCC committees. The volunteer list was shared with the cabinet last week. Due to the transition in the president's office, there have been some inconsistencies in the committee list. The President's Office is working on the issue to ensure a smoother committee solicitation process this spring. If you volunteered last year and did not receive an email from the cabinet, please email me.

Adjunct Representative Lena Lopez Schindler:

We now have an adjunct community of practice at the TLC. There will be learning opportunities specific to adjuncts. These meetings will happen the first Tuesday of each month.

Good of the order:

Members requested DAS be on the agenda at the next meeting.

Michelle Pearson made a motion to adjourn. Bradley Hein seconded. The meeting adjourned at 4:44 p.m.