

AHE SENATE MEETING MINUTES

November 12, 2025

In-Person and Online Via Zoom



Attendance:

In Person

Amstadter, Logan
Anselmo, Paula
Bagwell, Geoffrey
Bem, Greg
Coffey, Jeff
Cusack, Jessica
DeBolt, Katella
Deyo, Robert
Dubois, Rick
Eggerman, Jason
Flock, Barb
Fox, Gigi
Franklin, Jackie
Gamble, Anna
Gates, Devika
Hopkins, Jaye
Kier, Laura
Lackey, Ray
Lopez-Schindler, Lenora
MitmaMomo, Christina
Moore, Michele
Moorhead, Ronda
Morrow, Corrine
Mote, Kellee
Nelson, Thomas
Newcomer, Tybre

Pearson, Michelle
Rambo, Bill
Roe, Timothy
Satake, Katie
Satake, Scott
Schluter, Russell
Shelton, Shawna
Stack, Brian
Throop, Judith
Trujillo, Cindy
Vogel, Rob
Wanke, Colette

Online

Anderson, Amy
Bailey, Ian
Buckley, Michael
Case, Emma
Cavegn, Ambrose
Christman, Zachary
Compton, Renee
Cuisinier, Eddy
Dimick, Susan
Drake, Leigh Anne
Elgee Sanders, Kari
Green, Sabina
Guthrie-Martinez, Megan

Hain, Ronda
Hilton, Samantha
Hudson, Stacey
Johnston, Landon
Jones, Tina
Kovarik, Camille
Kuhle, Teya
Mackleit, Christine
McCann, Samantha
McCoy, Jennifer
McLean, Scott
Morgan, Heather
Murphy, Helen
Norman, John
Odlevak, Janine
O'Sullivan, Mikey
Rasmussen, Angela
Roewe, Liz
Smith, Angela
Steele, KayDee
Stephens, Samantha
Ugaldea, Ben
Weaver-Forsman, Britni
Whitmire, Kami
Wizner, Angela
Wolfsen, Amy
Wright, Aryn
Wylie, Mark

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

Guests

eLearning Open AI & Instructure

Jason shared that there was an announcement in late July that OpenAI and Instructure have entered a partnership. This partnership likely means the eventual integration of artificial intelligence (AI) features into Canvas. Since this results in a change in working conditions, we will engage in bargaining on this topic before any of those AI features can be turned on in Canvas. This is a good moment to remind members that the bargaining team successfully added a section to the Master Contract about AI (Article 3, Section 26). The importance of that section is reaffirming a shared interest in working together with administration and discussing issues. Other

colleges who are currently bargaining have asked us to share that language with them. This is another good example of the importance of having an attentive and diligent union, and it also represents the hard work of your bargainers.

Ben Whitmore, the Director of eLearning, and Tom Gibbons, the Learning Management Systems Administrator, addressed the Senate to share what they know and to answer questions about the Instructure and OpenAI partnership.

eLearning has not turned on any of the features that are available. A process needs to be put in place before any AI-related features are activated in Canvas. Currently, Canvas has opt-in provisions, but eLearning was not sure if they could be done on an individual faculty basis.

Minutes and Finance

Approval of Minutes

Katella Deolt motioned to approve the minutes; Laura Kier seconded. The motion unanimously passed.

Treasurer's Report

	Income	Expenses	Total Assets End of Month
October	\$8,925.45	\$1,476.93	\$232,295.62

Bill Rambo motioned to approve the treasurer's report; Barb Flock seconded. The motion unanimously passed.

Geoffrey Bagwell presented an expanded spreadsheet option as a substitute for the current profit/loss and balance sheet statements. The faculty agreed the new spreadsheet is clear and appreciated the expanded views. Future treasurer reports will use the expanded view.

Old Business

Dues and Budget

Jason reminded the Senate that a new tab called "Dues Information" has been added to the website showing a breakdown of dues. The breakdown was also included in the October minutes. Following up on a request from the October Senate meeting, Jason and Geoffrey shared a table showing information about local dues increases of various amounts and how much each amount would increase AHE's annual budget.

Jason explained one reason to consider increasing local dues is that our union has historically benefited significantly from the team-building and professional development that occurs at the annual NEA Higher Ed Conference. Several members of the Executive Board have mentioned in the past how attending the Higher Ed Conference was the catalyst that increased their engagement with AHE. Our union is strong because of consistent leadership development, and having funds to send people the Higher Ed Conference is part of that.

Additionally, an increase in local dues would allow us to send three delegates to NEA-RA. Historically, we have been allotted two delegates, which is what we have always budgeted for. However, as our membership has increased, we now receive an additional delegate that we will need to budget for if we intend to send all three. Jason also explained that WEA-RA has been in Spokane for quite some time (perhaps the past ten to twelve years), and we have generally only budgeted for some parking at the Convention Center and a lunch gathering. Starting in 2027, however, WEA-RA will not always be in Spokane. For example, in 2027, it will be held in Tacoma. This means if we want to be represented, we will need to adjust how we budget for WEA-RA. Finally, an increase in local funds would also allow us to continue to engage in social courtesy activities. This includes things such as

purchasing lunch for the Financial Aid staff when they were dealing with FAFSA changes during summer of 2024, making a donation every two years to support the SFCC Art Department Exhibition, supporting the sponsoring part of the breakfast at convocation, or sponsoring the beer and wine at the tenure reception.

Geoffrey shared detailed information about where the monies are spent and how we are currently budgeting for our expenses without dipping into our reserves. He also pointed out that building up healthy reserves is a common thing for labor unions because they want to have the ability to offer some support to members in the event of a walk-out or strike.

It was clarified that our only revenue stream is our local dues and interest earned on our savings. Our local dues are set by the Senate, so any changes would require a motion made by the Senate. Jason will send out the table showing estimated proposed increases to the senators to discuss and share with their groups. It was clarified that this conversation only pertains to local dues for full-time faculty. There is no discussion of increasing adjunct dues. Also, WEA and NEA dues are not part of this conversation, as they are voted on separately at WEA-RA and NEA-RA. Increasing our local dues does not impact WEA dues or NEA dues. This conversation will be revisited.

Opportunities for Involvement

Jason reminded members about the opportunities for involvement that were discussed at the October meeting. These may take some time to materialize, so we appreciate everyone's patience as we work out logistics. Members who are interested in the Master Contract Education Group, the Bylaws Review Group, the Social/Courtesy Committee, or the Membership Committee can email Jason. The plan is to create a list of faculty interested in each thing and then try to schedule them at days and times that work for the majority of folks who are interested.

New Business

Letter from Chancellor Brockbank: Postponement of SFCC Presidential Search

Jason read portions of an advance copy of email from the chancellor that the SFCC presidential search will be suspended until further notice. This is due to the Board's decision to review the structure of the district and whether to be one or two colleges. Patrick McEachern will remain as the interim president. The email was sent out to the entire district later that afternoon.

WEA-RA Delegate Nominations

Barb Flock was introduced as the chair of the Elections Commission. She announced that the Elections Commission is opening nominations for those members interested in running to be one of the delegates for WEA Rep Assembly (WEA-RA). This year, we have been allotted six delegates and two alternates. The AHE President is an automatic delegate, so we will need to elect five delegates and two alternates. If you are interested in being a delegate, please submit your name to Barb Flock (barbara.flock@scc.spokane.edu), chair of the Elections Commission by December 8. This is a two-year term. Those interested in running should also plan to submit a brief candidate statement introducing themselves and explaining why they would like to run. If you need more information about what it means to be a delegate, feel free to contact Jason or your VP. The Elections Commission will issue a final call for nominations from the floor of the Senate during our December meeting.

A member asked if WEA-RA delegates were also expected to attend the NEA-RA national convention. Jason explained that, no, the WEA-RA delegates don't all attend the national convention. However, any NEA-RA delegates must also be WEA-RA delegates. In other words, anyone interested in being a delegate for NEA-RA would need to be selected as a WEA-RA delegate first and attend WEA-RA in order to be eligible for NEA-RA.

BibliU Bookstore

There have been multiple issues with the transition from Barnes and Noble to BibliU. Administration has also acknowledged that things have not gone smoothly. Faculty are encouraged to make Jaclyn and Bonnie aware of

issues as they arise. If you are having issues, please work through the support you are given, and if needed, contact your book rep. Jackie said to look for the two emails that were sent. These are helpful.

- BibliU Adoption Tool Update email from Maria Midkiff
 - Maria.Midkiff@ccs.spokane.edu
- The Campus Stores are Evolving – Here’s What You Need to Know!

President’s and Vice Presidents’ Reports

AHE President Jason Eggerman:

Jason reminded faculty at SFCC that AHE is holding listening sessions about the Hanover Report. The first is Friday, November 14 in person at SFCC in the Building 24 auditorium (Room 110) from 12:00 - 1:00. The second is on Zoom on Monday, November 24 from 3:30 to 4:30. As a reminder, these are listening sessions, not a presentation or a Q&A session. Jason will be there to hear from SFCC faculty about their thoughts and perspectives about the comments in the Hanover Report about AHE related to AHE.

Faculty who are on a second seniority unit (i.e. “second RIF list”) will be hearing next week from the College VP’s office on their campus (Jaclyn or Bonnie) about maintenance of their secondary RIF unit. Article 13, Section 3, Paragraph E of our Master Contract states that in order to continue to accrue seniority in a second unit, the faculty member must meet one of the following two criteria:

- 1) Taught courses in the second seniority unit, or
- 2) Gained experience in the relevant field or obtained/maintained a relevant professional license/certification.

The College VPs (Jaclyn and Bonnie) will be working with deans to collect documentation from faculty to verify the maintenance of their second seniority units. There will be a two-year grace period to complete this verification process before anyone will be frozen on their second seniority unit. Those on a second seniority unit are encouraged to connect with their department chair, dean, and AHE if they need to discuss having the opportunity to teach classes in their second seniority unit as part of the maintenance process.

We are still in need of more volunteers for the Chief Information Officer (CIO) screening committee. This is an important position for the future of our colleges, and many of us are aware that we have had significant IT challenges for quite some time. Ensuring we have a highly qualified CIO is critical for much of the other work we do, so if you are tenured, please consider putting your name to Jason by Friday.

At a recent Town Hall, the Chancellor made comments about adjustments to the allocation model, which will result in a \$7 million dollar budget reduction for Spokane Colleges over the next six years. Jason has reminded the Chancellor that we have lost faculty positions in the last 10 years while at the same time we have gained administrators. SFCC in particular has increased the number of administrators while decreasing the number of faculty. Jason has reminded the Chancellor of this fact and has requested that before any discussions of cuts or budget adjustments take place, the District take a serious and honest look at the number of administrators, executives, and exempt positions hired in the past decade. Publicly available data on the District website shows the following:

2016-17 Total Admin/Exec/Exempt positions in the District Office: 88
2024-25 Total Admin/Exec/Exempt positions in the District Office: 118

2016-17 Total Admin/Exec/Exempt positions at SCC: 44
2024-25 Total Admin/Exec/Exempt positions at SCC: 52

2016-17 Total Admin/Exec/Exempt positions at SFCC: 32
2024-25 Total Admin/Exec/Exempt positions at SFCC: 39

During this same time frame, according to the public-facing data on the District's website, SCC has gained 5 faculty positions and SFCC has lost 12 faculty positions.

SCC VP Tim Roe:

The Building 1 remodel is moving forward. This year there will not be innovation funds nor additional funds requests as these will be set aside to support the remodel as needed.

Please attend the forums for the two new deans for the new divisions made from the former Arts and Sciences division. You can submit feedback by clicking on the link in the meeting maker for each candidate.

AHE has asked about the registration date change that occurred in October for Winter quarter. We have confirmed that the academic dates, including registration, that have been distributed in writing will remain the same for the rest of the academic year.

The new Director of Student Life is Arielle Horan and she will begin on November 17. She will oversee student clubs and other ASG functions along with The Fitness Center.

DAS will now report directly to Patrick Tanner.

SCC Extension VP Rob Deyo:

Rob shouted out a thank you to our vets. Remember to complete the attestations (Tobacco & Spouse or State-Registered Domestic Partner Medical Coverage) for your benefits, otherwise you will be surcharged.

After some uncertainty, ABE grants were fully funded this year. They will apply for those same funds next year and will remain hopeful. The basic grant is just shy of \$1,000,000. This helps to support adjunct salaries.

SCC-Extensions is in need of someone to sit on the CIO Screening Committee. Someone from ESL makes sense as they have very specific IT needs. If you are interested in being part of the CIO search committee, please send your name to Rob.

SFCC VP Jackie Franklin:

Committee updates:

- Everyone should have been contacted about the communities and club advisor roles. If you have not heard back, please contact Patrick McEachern: patrick.mceachern@sfcc.spokane.edu

SFCC presidential search.

- The SFCC presidential search has been suspended by Chancellor Brockbank.
- For more details, scroll up for New Business Item: Letter from Chancellor Brockbank

Important emails regarding benefits:

- Open enrollment for benefits is now.
- See email with the subject: **Open Enrollment Starts Oct. 27**

Adjunct Representative Lena Lopez Schindler:

Reminder that if you are an adjunct with over 40%, you need to complete your two trainings. Reach out to Lena if you have questions. It is best to complete these on campus on a school computer. Do take a screenshot as backup for HR. In-person trainings are also acceptable.

Good of the order:

Jason reminded faculty that if you go to an in-person training, there needs to be a paper sign-in sheet and not just a QR code. Let Jason know if you attend a training with only a QR code.

Members requested that a DAS conversation occur at a future meeting. The Exec Board is working on this for a future agenda.

Thomas Nelson made a motion to adjourn. Scott Satake seconded. The meeting adjourned at 4:35 p.m.