

AHE SENATE MEETING MINUTES

January 13, 2026

In-Person and Online Via Zoom



Attendance:

In Person

Bagwell, Geoffrey
Bem, Greg
Campbell, Holly
Carlson, Bobbi
Clark, Sam
Coffey, Jeff
Condon, Jill
Cuisinier, Eddy
Daily, Bev
Dalsanders, Christie
Deyo, Robert
Dimick, Susan
DuBois, Bob
Eggerman, Jason
Fadeley, Megan
Flock, Barb
Franklin, Jackie
Gates, Devika
Kier, Laura
Litzenberger, Julie
Lopez-Schindler, Lenora
Martin, Melinda
Moorhead, Ronda
Morrow, Corrine
Newcomer, Tybre
Pearson, Michelle
Ramos, John
Roe, Timothy
Satake, Katie

Satake, Scott
Schluter, Russell
Shelton, Shawna
Stack, Brian
Throop, Judith
Trujillo, Cindy
Vogel, Rob
Williams, Lisa

Online

Bishop, Adriana
Cartwright, Ben
Case, Emma
Christman, Zachary
Commers, Ken
Cusack, Jessica
DeBolt, Katella
Drake, Leigh Anne
Elgee Sanders, Kari
Fick, Karen
Fox, Gigi
Gamble, Anna
George, Kathy
Guthrie-Martinez, Megan
Hawkins, Jennifer
Heflick, Ursula
Henry, Chad
Hudson, Stacey
Isern, Jeannie
Islam-Zwart, Khalil

Johnston, Landon
Jones, Tina
Keller, Dave
Krestian, Kenneth
Kuhle, Teya
Mackleit, Christine
McCoy, Jennifer
McLean, Scott
Moore, Michele
Morgan, Heather
Moser, Heidi
Nemri, Kamilia
Nemri-Webber, Rabab
Neuville, Mark
Pelham, Alex
Rasmussen, Angela
Roewe, Liz
Schaumberg, Amie
Smith, Angela
Spencer, Jennifer
Stasney, David
Stephens, Samantha
Ugaldea, Ben
Wanke, Colette
Weaver-Forsman, Britni
Whitmire, Kami
Wizner, Angela
Wolfsen, Amy
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

Bill Rambo motioned to approve the December minutes; Christie Dalsanders seconded. The motion passed.

Treasurer's Report

	Income	Expenses	Total Assets End of Month
December	\$4,823.82	\$6,057.20	\$234,430.61

Rick DuBois motioned to approve the December treasurer's report; Bobbi Carlson seconded. The motion passed.

Old Business

WEA-RA Delegates: Election Results

The Elections Commission's Chair, Barbara Flock, reported that the membership had elected the following delegates (listed in alphabetical order by last name) to serve as WEA-RA delegates: Greg Bem, Carlos Garcia, Devika Gates, Shawna Shelton, and Rob Vogel. Additionally, Thomas Nelson and John Yoon were selected to serve as alternates. Jason thanked everyone for voting and also thanked the delegates for being willing to serve. Jason reminded the membership that at a later date, we will also need to select one national delegate from among our five WEA-RA state delegates to attend NEA-RA in July.

New Business

Bylaws Review Process

We will need to begin a process to review our Bylaws. This is something that WEA encourages locals to do periodically. We have done some minor edits to the Bylaws over the past three or four years, but this review will be more comprehensive. The goal of this process is not to change any of the long-standing practices of AHE that have served us well over the years. Instead, the goal is to ensure that the Bylaws are up to date and that they align with our practices. Jason reminded the Senate of the process for amending the Bylaws. The first step is to present proposed changes in writing to the Executive Board. Next, any proposed changes are discussed at the following Senate meeting. Amending the Bylaws requires a two-thirds vote of those Senators present.

Jason said that Bylaws Review will be an ongoing Senate agenda item this year, and he explained that there are a few ways to approach this process. One approach would be to discuss a few sections and vote each month. The advantage of this is that it is cleaner to have smaller discussions and vote on just a few things at a time. A second approach would be to discuss individual sections each month but vote only once later in the spring to approve all previously discussed changes as a package. While this may be easier in the sense that it would be only one vote, it could end up being more challenging for members to sift through all of the changes that were presented over multiple months before voting.

Several Senators suggested tracking would be easier if bylaws were changed or edited in increments. One member stated that it may be easier for those looking at the Senate minutes in the future if all changes were in one place instead of spread out over multiple months of minutes. One senate member suggested doing something similar to having "tentative agreement" (like in bargaining) where the Senate could "TA" individual sections each month but then vote once at the end to approve it all. Jason explained we don't really have a process for "TA'ing" proposed Bylaw changes, but we could certainly review proposed updates and then agree they look good without officially voting. Members asked about more context/clarification on what kind of minor changes might be proposed. Jason provided an example where the description of RA delegates is not consistent with other articles that describe other positions. For example, most sections that talk about people have a list of duties and the responsibilities, but for RA delegates none are specified. Another example described by Jason was one place that implies Board Reps are elected only by the Senate, while another place implies they are elected by the membership at large.

No consensus was reached on how the Senate will approach voting on Bylaws updates, but they will revisit the question in February. At their meeting at the end of January, the Executive Board will be reviewing Article I (Dues

and Fiscal Year), Article II (Association Budget), Article VIII (Representatives to the CCS Board of Trustees), and Article IX (Association Delegates). Senators should anticipate proposed updates to those sections being discussed at the February Senate meeting and can decide at that time if they wish to vote on them or hold for one vote later in the year.

Online vs. On-Campus Presence

Jason notified the Senate that AHE has received some questions about emails that some programs at SCC received about their position requests. In the email from administration, the message to faculty was: *“faculty are expected to maintain a strong on-campus presence and contribute meaningfully to the college, even if the majority of the classes are taught online.”*

In talking with administration at SCC, their desire is to have more faculty present on campus and participate in the non-instructional work of the college. They were clear that this is not a push to require everyone to teach in person or to hold their office hours in person. Instead, the focus is specifically on the portion of our 35-hour week related to *“other professional activities and responsibilities.”* These professional activities and responsibilities can include a wide variety of things such as: work with advisory committees, attending faculty forums or all-college meetings, engaging with colleagues on curriculum changes, work on program review, work on committees or task forces either for the division, college, or district, screening committees, tenure committees, participating in town halls, attending department or division meetings, etc. Some of those things occur in person. The message from administration is that even if programs and classes are 100% online, faculty are expected to contribute meaningfully to the college by being on campus when appropriate.

AHE will always advocate for flexibility and remind administration that there are many different ways to fulfill the hours related to *“other professional activities and responsibilities.”* However, faculty need to ensure they are contributing to the non-instructional work of the college and that they can reasonably account for how they are meeting their *“other professional activities and responsibilities.”* Faculty should also remember that any work with clubs is compensated separately from our regular 35 hours, so that work doesn’t count as fulfilling your *“other professional activities and responsibilities”*. Similarly, work related to moonlights is also extra work, so any teaching, prepping, grading, student consulting, etc. for moonlights is in addition to the regular 35 hours.

Senators raised questions about whether this was an attempt to modify existing job descriptions for new positions. Jason said that was not his impression, and that the conversations really are more about making sure programs (and applicants) understand that full-time faculty positions are not “remote jobs” even if the program and classes are online. Jackie pointed out that this has likely not come up at SFCC because the New Faculty Academy is required in person. Another member asked if any work involving a stipend has to fall outside of the normal 35 hours. Jason said no and gave examples of some things such as program lead stipends, flex class stipends, etc. that are paid for work done as part of a normal 35-hour week.

New Business: Budgets, Faculty Work, and Side Bargaining

Both colleges have been briefed at this point about the upcoming budget reductions related to changes in the allocation model. AHE anticipates that there will be some challenging times ahead, and we realize that there are likely to be many attempts to find cost-saving solutions. AHE and our members have worked hard for many decades for the rights that we have, so please be vigilant in the coming years when it comes to faculty workload, faculty autonomy, and faculty compensation.

For example, as budgets get tighter, please reach out to AHE if you ever experience any of the following:

- Pressure to allow students from your waiting list to attend your class during the first week
- Pressure to do more work than what is part of your regular 35-hour week workload
- Pressure to do work that is not part of your normal job description without additional pay
- Pressure to work on non-contractual days without receiving a stipend

- Pressure to agree to “combining” classes that could run separately
- Pressure to raise your class cap or accept overload students

AHE looks forward to being part of future solutions-oriented conversations, but we want to remind our membership that tightening budgets does not equate to reductions in faculty rights under the existing Master Contract. In other words, the solution going forward cannot be to ask faculty to do more with less.

We also want to remind all members that while AHE 100% supports healthy brainstorming and problem-solving, it's important not to let those conversations veer into the territory of “side-bargaining.” AHE is the exclusive bargaining agent for anything outlined in the Master Contract. This means there are certain things, such as compensation and workload, that can only be altered through the bargaining process (or through a signed MOU between the Chancellor and AHE President). Anything that might impact the Master Contract should involve conversations with AHE. This has also been AHE's message to administration. Looping in AHE early on any ideas that might impact faculty workload, compensation, or autonomy ensures that we don't run into roadblocks or grievances later. We always want to be solutions-focused, but AHE has an obligation to uphold the language in the Master Contract. Additionally, under our collective bargaining agreement, we all have an obligation to ensure changes to our contract occur through the agreed-upon processes, not through side agreements or special arrangements. Being vigilant about these things is a key reason that we have maintained a strong contract over the years, so please keep this in mind.

Members asked about the Governor's budget and the proposed 1.5% across the board cut. They wanted to know if that was in addition to the reductions from the allocation model. Jason explained that the changes related to the allocation model are a SBCTC thing, and that the Governor's budget is separate. He also explained that the Governor's budget never ends up being the final budget, so we need to wait and see what the House and Senate come up with and where the budget finally lands.

A member asked if the upper administration might consider refusing a COLA this year to show “good faith” to faculty and staff due to budget cuts. Another member asked if there was a mechanism in place where faculty get to approve administration expenditures for things like consultants. Jason pointed out that the administration has broad discretion on how it chooses to spend certain types of funds. He mentioned that at SFCC, the Budget committee could always make recommendations to Governance (and Governance can make formal recommendations to Cabinet) about such a mechanism if they wanted. This doesn't mean the administration would be forced to agree, but it would be an official avenue for such a request. Jason also reminded members that Board of Trustee meetings are public and that they can always make public comment to the Board. There is information on the college website and AHE website about how to do so. Just be sure to show up early enough to sign in to make public comment. Also, he reminded members to show up to Town Halls and ask their questions there.

President's and Vice Presidents' Reports

AHE President Jason Eggerman:

Jason, Jackie, and Geoffrey will be flying over to Olympia on the Martin Luther King Jr. holiday (January 19) to participate in the Higher Education Lobby Day. They will be meeting with senators and representatives from districts in our colleges' service area to advocate for higher education funding. This is an example of your local dues in action.

There will be three opportunities to gather this quarter to learn more about our Master Contract. These are open to any interested member. They are on Wednesday, January 29, Wednesday, February 25, and Wednesday, March 4. All will be upstairs at the WEA Uniserv Building from 2:00 p.m. to 3:30 p.m.

Jason announced that he has appointed Logan Amstadtler to fill a temporary vacancy in the position of SCC-Extensions Representative to the Board of Trustees. This will be for the Winter quarter only to fill in for a faculty member who is on leave this quarter.

When the Calendar Committee did its work last year to create academic calendars for 2027/28 through 2031/32, the decision was made to postpone the work for final exam schedules. Typically, the official final exam schedule for each year is created and approved at the same time as the academic calendars. However, the current system being used for scheduling final exams has become increasingly problematic because it was based on the class schedules, where almost all classes were four or five days per week. AHE will be sending out a survey via SurveyMonkey in the coming weeks to gather information from faculty about what they are currently doing and what their needs are for final exam days. Please be sure to participate in that survey, and please be as open and honest as possible. After data collection, there will also be a task force that will need to tackle this issue and make recommendations. The data from the survey will not be shared verbatim with the task force. AHE leadership will summarize key themes and findings that might be helpful to that group.

Jason reminded the Senate that in December, he reported that the Chancellor was getting ready to ask in January for faculty volunteers to serve on a task force to look at our District Structure. However, the Chancellor has now decided that a task force with four faculty, four classified, and four exempt might be too narrow a group and that a traditional task force might not be the appropriate vehicle for such a big task. Nothing has been officially requested from AHE yet, but it sounds like the plan will be similar to the setup of the strategic plan. This would mean multiple smaller groups looking at specific topics, perhaps in just three or four focused meetings. From the Chancellor's perspective, this would allow stakeholders with specific knowledge of focused topics to contribute to those areas, rather than asking four faculty to look at all aspects of our District structure. Each group would then report findings to a steering committee, which would report recommendations to District Cabinet. We will have more details when we get them, but there will be opportunities for faculty voice and participation in the process.

The pillar groups for the Strategic Plan have submitted their strategic goals to the steering committee. The next steps are for each pillar to develop action items for each strategic goal. From those, they will eventually develop measures for each action item. Jason received requests to know how much we are paying the consultant who is helping with the strategic plan. The contract with 25th Hour Communications is for \$53,000 plus pre-approved travel expenses. For comparison, the consultant in 2021 (BRG) had a contract for \$44,850.

Jason gave an update on the Chief Information Officer (CIO) screening committee. At last check, HR reported they had received 68 applicants. HR is prescreening the applications and will be releasing them to the committee this week to begin reviewing.

Faculty received an email from Chancellor Brockbank at the start of the term about the continued issues with the transition to BibliU. There are concerns from some faculty about BibliU's ability to deliver on its promises related to access and affordability. This is a time when it is important to document any and all issues or problems you are having. Be blunt and include details. Please email Linda McDermott and Maria Midkiff directly with any concerns. You are also welcome to CC your VPI/VPL (Jaclyn or Bonnie), but the people who are administering the contract with BibliU are the ones who really need to be hearing from faculty about problems. Many members noted the excessive price increases being charged to students who purchase through the bookstore.

Adjunct Representative Lena Lopez Schindler:

Check the TLC and CETL for Canvas best practices, which are not paid stipends, but are very helpful in creating classes. For trainings that do receive a stipend, check out the CETL or TLC's Adjunct Faculty Learning Community of Practice events. These are on Friday, January 23, at SFCC, and Tuesday, February 17, at SCC.

SCC VP Tim Roe:

Dr. Kaplan has started his role as the nursing dean. Miranda Ashworth and Paul Peeders begin on Friday, January 16. The Arts and Sciences division will officially split on January 16 into the two new divisions. Faculty members in Arts and Sciences will have their supervisors formally change on Friday as well. Andrea's last day as the Arts and Sciences dean is Thursday, January 15. She will return to her faculty role on January 16. Please be sure to thank Andrea for her work supporting the division and welcome the new deans when you see them.

There are currently open solicitations for the Clery subcommittee and for the new Africa Club. Let me know if you are interested in either of those.

Keep paying attention to conversations around budgets both at the state and local levels, and keep asking questions. Overall, there should be minimal impact on instruction because that is where we make FTEs and mostly because teaching students in our classes is the core of what we do.

At SCC Twenty faculty positions were requested. There were 9 positions approved - ABE, Accounting, CIS, English, Natural Resources, Psychology/Rural, Auto, and HEQ (2). Most are replacements for retiring faculty. There are 6 positions with no's, and 6 are still under consideration or require further discussion.

SCC Extension VP Rob Deyo:

ABE received a replacement tenure position. Rural Education received a new Psychology tenure position. Rob acknowledged the ESL faculty's hard work over the past several years serving students and supporting the college with FTE's while other areas were down. The number of refugees being let into the state this year will be 75, down from over 1000+ last year. This will impact FTE's in ESL. It may be a rough couple of years for them, but we know there are ebbs and flows in higher education and enrollment will ramp up again. Watch for an email about a Health Care Authority survey. This is about our PEBB benefits and a chance to voice your concerns.

SFCC VP Jackie Franklin:

The All-College Budget meeting occurred during today's union meeting, and it was supposed to be recorded. A member noted that the meeting at SFCC was not recorded, but the President indicated that information would be sent out. Jackie wanted to remind members that any governance meeting can be attended.

Linda Beane-Boose, Dean of Humanities/Social Science, announced her retirement.

There is no word yet on faculty position requests.

Jackie announced that she will not seek re-election as SFCC Vice President at the end of her term this year in June, but will remain active in the union. She noted that it's been a privilege to serve, and that she's grateful for the trust and collaboration that made this role meaningful.

Jackie's confident that whoever is elected in June will do a great job with a strong team behind them. If you're interested in stepping up, the executive team is happy to answer questions and share our experiences. She noted AHE plays a vital role in supporting our students and each other, and she will remain active as a member.

Jackie fully supports Jason and the leadership team as they continue to represent our voices. She expressed her thanks, saying, "It's been an honor to serve, and I will look forward to working with members in a different role."

Good of the order:

Scott Satake made a motion to adjourn. Lena Lopez Schindler seconded. The meeting adjourned at 4:22 p.m.