



FACULTY SENATE MINUTES

April 10, 2025

MEMBERS - Alphabetically

Abdulmalek Al-Gahmi
Clinton Amos
Jennifer Anderson
Tariq Arif
Isabel Asensio
Andrea Baltazar
Vincent Bates
Kendal Beazer
Randy Boyle
Rebecka Brasso
Shawn Broderick
Brandon Burnett
Justin Burr- Travis Price
Ryan Cain
Julian Chan
Heather Chapman
James Cohen
Brian Cottle- Cory Moss
Michele Culumber
Rebekah Cumpsty
Shirley Dawson
Bryan Dowdell
Andrea Easter-Pilcher- Laine Berghout
David Ferro
Mary Foss- Randy Hurd
Mia Foster (student)
Jason Francis
Deana Froerer
Doris Geide-Stevenson
Eric Gibbons
Youn Soo Goldstein
Mosiah Gonzalez
Amanda Gonzalez
María del Mar González-González
James Hedges-absent
Sarah Herrmann
Wendy Holliday

Anne Kendrick
Ravi Krovi
Leah LaGrone
Andrea Lalumia
Alexander Lancaster
Cully Long
Shannon McGillivray- Leigh Shaw
Cass Morgan
Brad Mortensen
Casey Neville
Marjukka Ollilainen
Christine O'Neil
Jessica Oyler
Kacy Pechkenpaugh
Brad Peterson
Chelsea Pike- Tressa Quayle
Annyssa Reyes (student)-absent
Julie Rich-Brent Horn
Elizabeth Sandquist
Yas Simonian
Emily Sorensen (student)
Brandon Stevenson- Scott Hadzick
Janicke Stramer-Smith
Norm Tarbox-absent
Deborah Uman
Megan Van Deventer
Kurt Ward
Jordan West
Mary Beth Willard
Stephen Wolochowicz- Sub Ryan Ridge

Administrative Associate: Belinda McElheny
Parliamentarian: Gary Johnson
Guests: Josh Jensen, Cora Neal, Mark
Denniston, Stephanie Hollist, Cori Horne,
Jaylynn Gold, Diana Meiser, Kyle Fuez



WEBER STATE UNIVERSITY

Faculty Senate

Faculty Senate Minutes

Lindquist Hall 101, 3 pm

Thursday April 10, 2025

Roll call

Approval of [Mar. 20, 2025 meeting minutes](#)

Motion to approve: Christie O' Neil

Second: Kendal Beazer

Outcome: Passed

Informational items:

1. Administrative Update – Brad Mortensen

Thanked everyone for being there and participating in shared governance. Started by sharing that some international students at Weber State have had their visas revoked. If they're in your classes, you should've received an email from the registrar. WSU is working to help the students finish their courses. More info will be sent to departments with international students. Resources for all international students will be in tomorrow's announcements.

Shared background about where the university is at with HB 265. Two Fridays ago, the Deans submitted a comprehensive plan on how to make the cuts across their areas. We met together as a group a week ago. Then again yesterday to look at the cuts. The university is spending a lot of time focusing on trying to be as strategic as possible on the cut side, knowing that there are still reallocation pieces to work with as well.

Right now, we've got a pretty solid plan for \$6.3 million of our \$6.7 million that still needs to be reallocated. That includes not just what's happening in Academic Affairs, but also what's happening on the Student Access and Success (SAS) side. There's a number of administrative actions happening in SAS to take their share of the plan. Shared the WSU is concentrating the HB265 plan in Academic Affairs and SAS. The 1.5% budget cuts that are also happening are in other divisions, so they are working on that piece of it.

There are still a couple of issues that we're working through and some conversations that are happening. A lot of things have been coming through that are helping us through the voluntary separation incentive, and we are appreciative of that.

Moving into PPM 1-8 now, but will come back and answer more questions about 265. That's kind of a high-level summary.

~~2. SAC agenda items – Mare Gangwer~~

Nothing to share at this time

PPM Action Item:

3. [PPM 1-8, Strategic Reinvestment Plan](#)- Brad Mortensen & Stephanie Hollist

PPM1-8 one of the parts of HB 265 states that institutions should pass policies to effectuate the strategic reinvestment plan for the campus. That is what 1-8 is intended to do. It gives flexibility with the other policies that we have in place to be able to make the changes. One example of that is the work we've done on the College of Education restructuring. I sent out an email today outlining where everyone is landing, and have collaborated closely with the departments and associated entities throughout the process.

This is one of the things that 1-8 is intending to address. It's similar to 1-5 that we talked about in the same meeting last year. WSU has a shared governance process. WSU did work last summer and in the fall with what the role of the Faculty Senate is at Weber State. Senators can vote to pass 1-8, you can vote not to pass it, you can vote to amend it, you can abstain, you can vote not to vote. That is part of the shared governance process and I welcome all of that. Your voice will be represented as we take PPM 1-8 forward to the Board of Trustees.

The highlighted sections in the updated policy reflect feedback from the Executive Committee. These updates clarify the purpose, methods, and scope of the policy. Tried to clarify long-term budget planning by adding language to encourage forward-looking budgeting to avoid future financial crises. Clarified how input will be gathered (e.g., surveys, representative committees, emails), aligning with current practices. Expanded language to include not only program eliminations or modifications but also the creation of new programs.

The policy outlines notice periods for different employee groups in case of job cuts:

Tenured faculty: 1-year notice.

Tenure-track faculty: 1-year notice (regardless of service length).

Instructors: 1 semester notice.

Staff: 3 months notice (instead of the usual 2 weeks).

These terms are already in practice and were added to make the university's commitment more transparent.

The policy applies only to changes tied to the strategic reinvestment plan. Other reorganizations will follow standard university procedures. The policy will automatically expire on June 30, 2028, reinforcing its temporary nature.

A statewide program review is expected, which may lead to further changes. For example, the state may decide to reduce duplication of academic programs across institutions. There are ongoing discussions at the state level about streamlining academic programs across institutions.

Ideas include offering certain programs only online or limiting them to one or two universities. However, these are not part of the current strategic reinvestment process. Each institution is currently focused on meeting its own budget targets.

A concern was raised about the lack of mention of adjuncts in the policy. Section 3.4.3.3 discusses respectful notification for impacted employees, but it's unclear if adjuncts (often considered hourly or at-will) are included. A suggestion to offer them some form of advance notice or departmental agreements to ensure fair treatment.

USHE has given its last guidance and we will be sharing that plan on April 21

and need to submit the plan on May 9.

Motion to approve: Sarah Herrmann

Second: Mary Beth Willard

Discussion:

Concerns about due process are valid and deserve attention. The current situation resembles a hybrid between program modification and financial exigency, with limited options and no appeal process. While the law permits strategic reinvestment, it does not allow arbitrary terminations.

Personnel reviews only occur if a program is formally identified for reduction or elimination. Decisions are based on transparent analysis and objective criteria—not personal judgments. If an entire program is cut, all positions within it are affected. In rare cases where only some positions must be reduced, a designated group evaluates factors like seniority to determine outcomes.

This process is legal, though not comforting, and is designed to be used sparingly. A full three-year plan must be submitted to the Board of Higher Education by May 1st, outlining all intended program changes. The goal is not ongoing cuts, but strategic, transparent adjustments.

Concerns were raised about the lack of clear performance metrics. Without defined criteria, evaluations and decisions on program or position cuts lack transparency and fairness. Dashboard data is inconsistent, and the absence of fixed guidelines creates uncertainty and limits recourse.

The sunset date of June 30, 2028, may be extended, potentially prolonging the suspension of due process. The Strategic Reinvestment Plan also targets administrative bloat, with staff including administrative roles, subject to review. Vacant positions may be eliminated to meet savings goals. Though reassurances have been given, the three-year framework allows for future cuts. Without clear processes or metrics, departments may face reductions without a way to challenge decisions.

Concerns were raised about timing, vague language, lack of clear metrics, and an undefined process. Questions remain about how decisions will be made especially if voluntary separations fall short. How individuals are selected for cuts within departments is unclear.

The Strategic Reinvestment Plan aims to identify programs for reduction, with hopes that voluntary separations will minimize impact. Progress has been made, including addressing administrative bloat, but transparency is still lacking.

Section 3.4.1 references “supervisors,” but initially excluded academic leadership. Clarification confirms Deans and department chairs are included.

There is uncertainty about what happens if institutional recommendations are rejected. Departments may be prematurely notified, only to face reevaluation, creating confusion and anxiety. Without a clear definition of success or failure, and no guaranteed recourse, trust in the process remains fragile.

Motion to amend the document including “Impacted individuals will have five working days upon notice to provide information regarding concerns, clarifications of data, or other information”:

Rebekah Cumpsty

Second: Janicke Stramer-Smith
Outcome: Passed

Motion to approve business days in previously amended language: Michael Hernandez
Second: Brandon Burnett

Discussion on which version would move forward.

Motion to amend to 14 days: Brandon Peterson
Second: Leah Lagrone
Outcome: Passes

When will faculty be given notice. Next week visits are being made to departments that will be affected to communicate as quickly as possible.

Motion to extend to 5:45pm: Micheal Hernandez
Second: Mary Beth Willard
Outcome: Passed

Motion to move to a secret ballot with the amendments: Janicke Stramer- Smith
Second: Marjukka Ollilainen
Outcome: Passed

Question on if this will affect faculty if they do not vote.
Outcome: Does not pass

Informational:

4. GEIAC informational update concerning [Gen Ed renewal](#)-Cora Neal

Shared that every gen ed courses will need to reapply and this will be done over the next two years. We will be emailing chairs in the impacted departments in May and will have the forms ready to open in July and that people will be ready to move forward in October. Be thoughtful on what is brought forth for gen ed designation.

5. New Adjunct Faculty Senators 2025-26 Academic Year
Heather Chapman, Adjunct in Psychological Science
Eric Neff, Adjunct in Health Sciences

6. Faculty Governance Award- Mark Denniston
Mary Beth Willard

Mark Denniston shared the recommendation for Mary Beth Willard and what she has done in shared governance. Stating that she has been an advocate for the faculty and has been working hard in the task force during legislation mandates to make sure that shared governance remains.

7. Outgoing Vice Chair:
Isabel Asensio

8. Outgoing executive committee:

Isabel Asensio
Mary Foss

Christine O'Neil
Ryan Cain

Michele Culumber
Mary Beth Willard
Jennifer Anderson

9. Outgoing senators:

Andrea Baltazar
Youn Soo Goldstein
Alex Lancaster
Ryan Cain

Shirley Dawson
Kurt Ward
Kendal Beazer
Christie O'Neil

Rebecka Brasso
Michele Culumber
Marjukka Ollilainen
Deana Froerer

10. Outgoing committee chairs:

Abdulmalek
Al-Gahmi, ARCC
Mark Denniston, SSA
Jaylynn Gold, APAFT

Michelle Jeffs, CRAO
María del Mar
González-González,
FFS

Robert Reynolds, EIC
Justin Jackson, FBR
Randy Boyle, HD
Diana Meiser, TLC

11. Outgoing Parliamentarian:

Gary Johnson

12. Outgoing Faculty Ombuds:

Colleen Packer

Action Items:

13. [Committee Assignments](#)- Jason Francis

Motion to approve Committees: Casey Neville
Second: Andrea Lalumia
Outcome: Passes

14. [CPPM](#) & PPM updates - Josh Jensen

CPPM there were some updates that were made to fix grammatical changes. Sections were updated to the limit of 120 and anything above will have to be approved by USHE. Added the language to clarify the credit hours and the language as to when the changes take effect. Clarified the levels from lower division to an upper division level. BAS was added to the CPPM.

[University Curriculum Committee \(UCC\)](#) - PPM 4-1, 4-2a, and 4-9a - Graduation Standards, Modifying Programs or Courses in the Catalog, Course Syllabus

PPM 4-1 added some sections for the BAS degree to be present. Updated the language and punctuation, clarified the associate degree is 60 credit hours.

The AAS degree does not have to go down to 60 credits.

PPM 4-2a the language was changed to curricular cycle instead of academic year. Removed another section of 3.5 that was not needed.

PPM 4-9a This is specifically related to course syllabus. The committee chose not to add strict language into the CPPM to allow for more flexibility.

Motion to approve: Ryan Cain

Second: Jordan West

Outcome: Passed

15. [APAFT - PPM 8-11, Evaluation of Faculty Members](#) -Jaylynn Gold, Diana Meiser, Kyle Feuz

Apaft was charged to make sure PPM to make them align with the college documents.

Question on why the document does not align with PPM. This was based on what the college document says. APAFT looked at it and did not see problems.

Isabel stepped in as vice chair to lead the meeting. Allowing the chair to ask a question.

Recommend that EAST bring it up in the college and have it addressed at the college

Motion to strike the or approved and the rest of the changes: Eric Gibbons
no second

Motion to strike the or approved:Eric Gibbons

Second: Mary Beth Willard

Outcome: Does not pass

Motion to approve to call the question: Scott Hadzick

No second because it goes to a vote

Outcome: Passed

Outcome: 28 for 3 against

Coming from administration:

16. [PPM 2-2](#), Authorization to Accept Gifts

This was brought forward from internal audit because ppm was out of alignment from the cash handling policy and the three day time limit does not align with the state policy.

17. [8-5 PPM](#) Emeritus Faculty

The policy was updated to simplify and make it so that deans can make the recommendation for emeritus status.

Motion to Approve: David Ferro

Second: Michael Hernandez

Outcome: Passed

Additional PPMs that may be addressed (informational):

18. [PPM 5-44 Lock & Key Policy](#)- Jacob Cain

The changes are updating modern access and how the process works in new technology.

Informational:

- Election results 2025-2026 Faculty Senate Chair- Jason Francis
- Election results 2025-2026 Faculty Senate Vice Chair- Sarah Herrmann

As May arise:

Motion to adjourn: Jordan West

Second: Brandon Burnett

Outcome: Passes

Adjourned at 5:20 pm