

February 12, 2025

TO: All Members of the Board of Regents  
SUBJECT: Faculty Senate Update  
SUBMITTED BY: Tracy Klein, Faculty Senate Chair

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The Faculty Senate is reporting on the following:

- Dr. Sunday Henry from Cougar Health has been reporting regularly with the Senate to provide updates on the implementation of vaccination requirements for all campuses. An example of her [EP 43 update is found here](#). Chair Klein signed an [Academic Rule 60 MOU](#) with President Shultz codifying the agreement to extend EP 43 requirements to all campuses.
- The two [candidates for Chair Elect](#) have extensive leadership experience, and we look forward to our elections in February 14-March 18 in order to provide a smooth transition to engaging with our new President.
- Current Chair Elect Roberts and Chair Klein will represent the Senate in the university budget hearings process beginning in March. Immediate Past Chair Shelden continues to represent the Senate on the Athletic Budget Committee. The Senate is beginning to have discussions regarding faculty salary adjustments and merit raises, in congruence with the Faculty Manual.
- In consultation with legal counsel and Faculty Affairs chair McDonald the Faculty Senate will codify revisions to the Faculty Manual twice a year, rather than once yearly to ensure that faculty have current communication regarding their rights and responsibilities. We have also updated the website regarding the [Faculty Status Committee](#), which is an elected independent committee that investigates concerns regarding status, including tenure and promotion decisions.
- Dene Grigar, Professor and Director of Creative Media & Digital Culture on the Vancouver campus, will represent the Senate on the Provost's Workload Policy Task Force. Advocating for workload equity, transparency, and fairness is a key component of the Senate's newly adopted [initiatives for 2025-2026](#).
- We continue to have great engagement with our [Faculty Senate Speaker Schedule](#). We recently welcomed an update from Vicki McCracken, Associate Dean and Director of Extensions and Michael Gaffney, Director of Extensions.
- The faculty continue to labor under financial strain, including proposed parking increases on the Pullman campus of 3% annual increase per year for the next three years, exceeding the 2024 faculty salary increase of 2%, and a 600% increase in health care benefits costs for Vancouver campus Kaiser members. Considering the likely decreases in state and federal support we ask that leadership carefully evaluate its negotiated contracts for services and benefits which impact faculty livelihood. We also request a reassessment of options such as phased retirement which may be offered to faculty as part of the Academic Optimization process.