

MINUTES

The Faculty Senate met on Thursday October 16, 2025, in Faculty Senate Conference room French Admin 344B and via Zoom. Sixty-two (62) senators were present, two (2) vacancies with twenty-nine (29) absent, and eighteen (18) non-voting participants. The meeting was called to order by Ken Roberts, Senate Chair, at 4:03 pm.

Guest Presentations (30 minutes):

Compliance & Risk – Sharyl Kammerzell, Associate Vice President, Chief Compliance Officer

Sharyl Kammerzell briefed the Faculty Senate on evolving federal civil rights enforcement. The DOJ now leads investigations, shifting focus to **Title VI and Title IX**, with heightened scrutiny on **reverse and proxy discrimination**. Institutions face increased risk under the **False Claims Act**, which could impose severe financial penalties for non-compliance. The [July 29 DOJ memo](#) is a critical resource outlining permissible and impermissible practices under civil rights laws.

WSU has responded by:

- Conducting **self-assessments** and requiring leadership certifications.
- **Revising DEI-related language and programs** to ensure legal compliance.
- Emphasizing **geographic-based recruitment** over race-based targeting.
- Maintaining programs for **recognized tribal communities** under political—not racial—classification.

There is no formal definition of DEI in law, but DOJ guidance documents offer examples of permissible and impermissible practices. Institutions must align with these interpretations to safeguard federal funding and reduce legal exposure.

- I. Call to Order:
- II. Approval of minutes from October 2, 2025, Faculty Senate meeting ([PDF](#))
Approved by unanimous consent
- III. Additions or changes to the agenda
None
- IV. Updates
 - A. Remarks by Faculty Senate Executive Committee
 1. **Faculty Senate Chair** – *Currently doing a Spokane campus visit. Several meetings have been scheduled with faculty and Spokane leadership.*
System Co-design committee – Made progress on strategy for stakeholder interviews.
D Grigar – Will there be an opportunity to increase these committees to include "trench-faculty"?
K. Roberts – Will inquire and respond at a later date.
 2. **Immediate Past Chair** – *Nothing to report*



3. **Chair Elect** – *Committee on Committees is requesting volunteers for the University Grade Appeals Board*
 4. **Executive Secretary** - *Nothing to report*
 - B. **Legislative affairs** – *Council of Faculty (peers from other 6 institutions of higher education in the state of Washington) will meet 10/17/25. Overall purpose of the retreat is to develop the process of defining the legislative agenda for the upcoming session beginning in January 2026.*
 - C. **Board of Regents** – *Nothing to report, will attend first meeting in November*
- V. Information Item
1. (Item #2025.04.17_523_Steering) Final NWCCU Approval of proposal to create a BA degree in Economic Sciences (Exhibits [523A](#), [523B](#), [523C](#), [523D](#), [523E](#), [523F](#), [523G](#))
- VI. Agenda Items
- A. Action Items
1. (Item # 2025.10.02_545_AAC) Undergraduate and Professional Major Change Bulletin No. 2, Requirements (Exhibit [545A](#))
Motion passed; 53 Approve, 0 Reject
 2. (Item #2025.10.02_546_CRP) Graduate Major Change Bulletin No. 2, Courses (Exhibit [546A](#))
Motion passed; 53 Approve, 0 Reject
 3. (Item #2025.10.02_547_CRP) Undergraduate and Professional Major Change Bulletin No. 2, Courses (Exhibit [547A](#))
Motion passed; 54 Approve, 0 Reject
 4. (Item #2025.10.02_548_Steering) Extend Bachelor of Science (BS) in Computer Engineering to Everett (Exhibits [548A](#), [548B](#), [548C](#), [548D](#), [548E](#), [548F](#), [548G](#), [548H](#))
Motion passed; 51 Approve, 2 Reject
 5. (Item #2025.10.02_550_COC) Recommendation of New Members to Faculty Senate Committees (Exhibit [550A](#), *[550B](#) updated list)
Motion passed; 53 Approve, 0 Reject
- B. Discussion Items
1. (Item #2025.10.9_551_Steering) Proposal to Discontinue Bachelor of Fine Arts in Art at WSU Tri-Cities (Exhibit [551A](#), [551B](#), [551C](#), [551D](#), [551E](#), [551F](#))
No discussion; move to action for 10/30/25 Senate agenda
 2. (Item #2025.10.16_552_Steering) Amendment to the Constitution and Bylaws (Exhibit [552A](#))
Concerns raised by Vancouver as to why "Access and Opportunity" were not being used as President Cantwell suggested?



It was clarified that the language used in the Constitution and Bylaws reflects the directive established by the Board of Regents, which defines the formal charge of the Faculty Senate.

Question asked; when was Diversity, Equity, and Inclusion (DEI) inserted into the constitution and bylaws?

Move to action for 10/30/25 Senate agenda

3. (Item #2025.10.16_553_CoC) Proposal to revise the Faculty Compensation Committee Composition. (Exhibit [553A](#))

No discussion; move to action for 10/30/25 Senate agenda

4. (Item #2025.10.02_554_COC) Recommendation of New Members to Faculty Compensation Committee (Exhibit [554A](#))

Language on composition updated to allow for staffing of this committee.

There is a hope that this committee will be in place and staffed prior to the next salary adjustment.

Move to action for 10/30/25 Senate agenda

VII. Constituent Concerns:

Question raised regarding comment "Other half of Sharyl's talk"? Information Sharyl provided was on the Civil Compliance and she is available to provide additional information at a later Faculty Senate meeting.

Concern raised regarding the Digital Accessibility requirements that faculty will not be able to utilize .pdf files for homework, that all homework will need to be in Canva. This creates an issue for programs that do not use "standard" programs or software to create coursework.

Information regarding the Digital Accessibility workshops that are being held was provided.

[Content Inventory, Audit & Accessibility Deadline Trainings | Web Communication | Washington State University](#)

VIII. Adjournment: 4:36 pm

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