

WCU Faculty Senate Meeting Minutes

Date: Friday, October 14, 2022

Facilitator: Julie Wiest, President

Time: 3:00pm-5:00pm

Note Taker: Dan Forbes, Recording Secretary

Location: Zoom teleconference

Type of Meeting: Scheduled meeting

Attendees

Senators

❖ Bolton, David	Present	❖ Mishra, Vipanchi	Present
❖ Brenner, Jim	Present	❖ Mraz, Megan	Present
❖ Chen, Tianran	Present	❖ Panagiotidou, Eirini	Present
❖ Cherry, Dan	Present	❖ Panichelli, Meg	Present
❖ Childs, Gary	Present	❖ Park, Innhwa	Proxy
❖ Cooke, Laquana	Present	❖ Pierlott, Matt	Present
❖ Daltrey, Rachel	Present	❖ Razon, Selen	Present
❖ Forbes, Dan	Present	❖ Riley, Kathleen	Present
❖ Grassetti, Stevie	Present	❖ Ruchti, Simon	Present
❖ Guerriero, Tara	Present	❖ Saboe, Matt	Present
❖ Hill, Erin	Present	❖ Sanz-Sánchez, Israel	Present
❖ Hodes, Jackie	Present	❖ Schugar, Heather	Proxy
❖ Houser, Mary	Proxy	❖ Smidt, Esther	Proxy
❖ Junius, Premalatha	Present	❖ Stokes, Jordan	Present
❖ Kolasinski, Kurt	Present	❖ Studlien-Webb, Gretchen	Present
❖ Lawton, Bessie	Present	❖ Tennille, Julie	Present
❖ Lightner, Sarah	Present	❖ Wade, Michelle	Present
❖ Mandel, Deborah	Present	❖ Wiest, Julie	Present
❖ Metz, Stacie	Absent	❖ Wilbur, Veronica	Present

Representatives

❖ Adjunct Faculty Representative: Bill Sawyer	Present
❖ Adjunct Faculty Representative: Priya Selvarathinam	Present
❖ APSCUF Representative: Israel Sanz-Sánchez and Julie Wiest (for Bessie Lawton during Fall 2022 sabbatical)	Present
❖ Student Government Association Representative: Sarah Leszczewski	Present
❖ Graduate Student Association Representative:	Absent
❖ ROTC Representative:	Absent

Senate Proxies

❖ Edelblute, Heather	Absent
❖ Kaulback, Michelle	Present, proxy for Esther Smidt

❖ Mohajeri, Orkideh	Present, proxy for Heather Schugar and Lisa Konigsberg
❖ O'Brien, Lia	Present, proxy for Innhwa Park
❖ Tully, Greg	Absent
❖ Whidden, Melissa	Absent

Guests In Attendance

Colleen Commisso (proxy Mary Houser), Karen Mitchell, Dara Dirhan, Angela Guerriero, Nicole Ramo, Janneken Smucker, Bayo Oluwayomi

Agenda

Welcome to Senators, Proxies, and Guests

Introduction of Faculty Senate Exec Committee

Senate Business and Announcements

1. Approval of minutes from Faculty Senate meeting on September 9, 2022. Motion by Israel, seconded by Julie Tennille. Approved by all senators present.
2. Meeting updates with President Fiorentino and Interim Provost Osgood
 - a. Julie Wiest: The president's meeting was almost two weeks ago. Laurie is now at Penn West, so Jeff Osgood is filling in for her.
 - b. Julie: We were down slightly by headcount, but met FTE goals, which are what count. Jeff said that we are expecting to get back to 17,600 and stay there. Grad enrollment is likely to improve as predicted recession approaches. He said we need to do a better job of retaining existing students.
 - c. Julie: The president noted that he had not heard any complaints at all about parking, which is remarkable. Stevie: What is the deal with the gravel lot beside Wayne Hall? It was closed but nothing is happening. Bill: They are going to do some sort of additional construction, and park equipment there. Then it will be grassed over. That's not official, but what I've heard. Julie: We can ask to follow up.
 - d. Julie: PASSHE update—a few schools say they have first-year enrollment upticks, but it was worse than expected elsewhere. There will be assessment of the leadership structure.
 - e. Julie: We asked about increase in student accommodations in the classroom, and increasing mental health needs. Both acknowledged this, but noted classroom accommodations are federal law, and resources are limited. We will continue to raise this issue.
 - f. Julie: Update on campus staffing and remote work policy for them. The president noted that there was trouble in hiring in trade positions like plumbing; they've had to resort to outside contractors. He said that in some places student support is overstaffed; he has charged those divisions to see if the jobs can be done with fewer people. Many staff are working multiple days remotely, but they said that staff with student-facing roles need to be there—one day remotely a week. Jeff said at least 80% in Academic Affairs that work remote at least one day a week, and many work remote multiple days per week.
 - g. Julie: Facilities update—we asked about a master plan for facilities. Bill raised concern in Senate about doors that cannot be opened for 15 seconds after a certain time at night;

we asked Jeff, who said it is all legal for anti-theft purposes. Bill: But it's not a best practice; what if someone is injured if they cannot get out? That legality won't protect in a lawsuit! Julie: The Sturzebecker renovation is more than a year out. We didn't get much information about the master plan; we were told to wait until after October. They are looking at potentially selling the Graduate Center; they say there may be some interest from a buyer, and they may use a facility on Carter Drive to replace some of that space. With Lawrence mostly empty, they are looking at converting it to student residence space perhaps as soon as next academic year. They seem to be considering movable walls, as a temporary space. We'll follow up on this.

- h. Julie: We shared feedback about Inclusive Access problems; Jeff was aware of this. He said a personnel change has been made in the Bookstore that will address this. We also shared Bill's concern with Poll Everywhere; he said he will talk with JT Singh about that, and we will follow up.

3. Discussion

- a. Feedback on workplace bullying events (Oct. 7)
 - i. Julie Wiest: There were several events that people could attend; we were a sponsor; any feedback? Gary: I attended the morning session. The material was good, at the managerial level—but we at the library are not managers, and have a flat structure as we relate as faculty. I'm not sure we could do much with this.
 - ii. Jim: I attended the chairs session. I agree with Gary—material was good but it was presented for such a complex and nuanced institution; it's not refined enough for situations that we might face. Matt Pierlott: The complexity of our situation, it's good we are talking about it; it's good to have a culture that resists bullying, but our situation is unique and unlike settings that were brought up. But there are many who would like a culture shift concerning toleration of certain sorts of behaviors. Jackie: She helped us talk through a call to Faculty Senate to talk about workplace bullying. Matt: Yes, she thought Senate was a place to start that conversation. Julie: We're continuing the conversation about academic freedom too; we're planning a second event in the spring, focusing more on inclusiveness and diversity relating to academic freedom—not everyone is afforded that in the same way.
- b. Navigate updates
 - i. Julie Wiest: A Coordinated Care hiring—with MSE, Jeff mentioned that there will be the need for additional staff. When we met with Jeff and Megan Jerebek, in addition to the existing 14 Student Success Coordinators, they are looking to hire another 14 staff. It's in the early stages, but it will be covered with the additional \$19 million in appropriations. This will help make sure the reports get to the right places, and help students. They will be helping provide additional support to retain students. The Coordinated Care Team will be like an emergency room: faculty can file a report and this team will triage and figure out where these cases need to go. Simon: This isn't a substitute for academic advisors, but helping students to identify the resources they need, not courses? Julie: Yes. Simon: Students can get inaccurate advice about Gen Eds; there's a reason why faculty are in those advising positions! Julie: APSCUF is paying

attention to this. Rachel: They are talking about resources and retaining students, but are expecting students to live in temporary housing in Lawrence? Bessie: Faculty are pretty confused about who to contact now—CARE team, student success coordinators? The Navigate system will be the place to go now. Ronnie: For graduate students this is not as applicable, but some of the Navigate issues need to be addressed. I got a list of people who needed help who said they were all fine.

- ii. Julie: Faculty interact with Navigate for add/drop reports, one request for a progress report, faculty-initiated reports of concern about students, and it can be used to communicate with all students in the class. They don't know which capabilities of Navigate will be used, but some advising tools may be piloted in the spring. I asked about the Banner system replacing PeopleSoft; Megan suggested that we will be trying out both Navigate and Banner (which launches in Fall 2024), and it sounded like we would be choosing between them. Jackie: I think we are getting Banner either way; it may be a question of how we use it. Simon: That was my understanding.
 - iii. Julie: They are planning on a faculty forum sometime this semester to answer additional questions about Navigate. If you have wondered why some students and not others are to receive progress reports, it requests reports for all new students (undergrad and grad), students on probation, student athletes, and eventually students identified by Navigate predictive analytics that it will learn over this year. And some courses with high D/F/W rates will request reports for all students. We asked about the data—can they sell the data? Megan says the contract complies with FERPA and specifies the University owns the data, and EAB can access the data but cannot sell it or use it for commercial purposes. The student success coaches get this data, and two faculty members per major were identified by Deans to be part of this team. I've heard from some faculty that they were simply assigned to this team without being asked.
 - iv. Bessie: Are any Senators getting multiple report requests? Ronnie: I got multiple requests for students I had already reported. I even got requests for courses that haven't started yet! Julie: They are calling this a pilot; they are definitely working out kinks. Erin Hill: I had the shortened list of progress reports; if a student had done well you can mark a "kudos," but they are still marked red just like if they are needing support; I'd recommend making that a different color, since the unmarked students are marked green. Ronnie: I wonder if students get worried if they are not getting kudos emails but their friends are.
 - v. Simon: When you put comments in the program sometimes students can see it—I don't understand when they can and cannot see it. So you should be careful in putting that information in.
- c. New format for liaison reports
 - i. Julie Wiest: Any feedback on doing liaison reports through the Google doc? It is more in-depth, and easier to access. Do we want to keep doing this?
 - d. Schmucker Science Center

- i. Julie Wiest: There is a Quad article (<https://wcuquad.com/6020523/news/students-call-for-action-after-schmucker-publications-resurface/>) that reveals that Samuel Schmucker, for whom Schmucker Science Center is named, endorsed eugenics. Students are advocating for changing the name on this building. There is a policy for naming buildings housed in the Council of Trustees, and the administration is already on top of this. The Council met on Wednesday to amend the policy to allow for the renaming of buildings; the current policy prohibits renaming buildings. The next step for the next meeting is to put forward a resolution addressing this situation specifically.
- 4. Additional announcements
 - a. Please submit Open Forum questions to jwiest@wcupa.edu by 5:00pm, Wed. October 26. The Open Forum is a required meeting for Senators.
 - b. Libraries request (Senator Gary Childs)
 - i. The WCU Innovation Media Center (IMC) is looking for feedback from classroom faculty. For several years iNOV8, a cross-discipline maker space started by Chris Penny and Jordan Schugar, has been housed in the F.H.G. Library. In the winter of 2021, the management of these materials was handed over to the IMC. In an effort to better support the academic needs of the WCU community, we are asking for your input. Please take this brief survey (5-10 mins) to let us know about technology use in your class assignments: <https://forms.office.com/r/BggSgFLTHT>

Senator Michelle Wade (President's Commission on the Status of Women): Results of 2021 Faculty and Staff Parenting and Caregiving Survey

1. Michelle: You are probably aware the Women's Commission is an advisory board composed of faculty, staff, and students, concerned with improving safety and climate for people who identify as women on campus. The survey was initiated based on feedback received in Fall 2020, and was administered in Spring 2021. 220 completed the survey and met the qualifications. I may not be able to answer some methods questions because I was not on the committee at that time. I can follow up with the researchers with those questions.
2. Michelle: There were eight sections in the survey. It asked about caregiving relating to adults as well as children.
3. Michelle: I'm following up on which groups the report on the results of the survey has been shared with; I'm not sure it has been shared broadly. The data is now dated because it was collected during the COVID pandemic, so it's not clear that the committee is interested in pursuing it. You can contact me with further questions.

Dr. Karen Mitchell, Chair of CAPC General Education Committee

1. Karen: I'm here to answer your questions. A newsletter went out yesterday. Please get word out that we have redone the Gen Ed website. We have separate pages for all the components (Writing Emphasis, Speaking Emphasis, etc.). We want to be transparent and supportive in submitting proposals. We've started pinning the newsletter to the top of the Gen Ed page.
2. Karen: A new narrative form for new or revised courses is available. Historically there's been confusion about what to upload. We're wiping the slate clean: anytime you submit a course for

Gen Ed or pathways, new or revised course, answer the questions in the form. If we can get as much information up front, there will be less bouncing things back. The Deans are aware of this form.

3. Karen: There was a rush earlier for submitting Gen Ed courses, and we're in a more stable place right now to do in-depth review.
4. Matt Pierlott: W revalidation is going on. I got the sense that this year is the time to do this for next year. But in some meetings it has been asked if W proposals need to be in now to be revalidated for spring in order for these courses not to lose the W designation. Karen: No one is going to remove Ws from courses hastily. The deadline is Dec. 31, and review may go well into the spring semester. Removing attributes is confusing for students; nobody wants that! But we do need to move this forward; we don't want it to take multiple years!
5. Simon: Students are expressing confusion to advisors as what counts as Gen Ed. Do first-years need an I-course? Some faculty might be confused because there was a pause on the I-courses. Karen: Thanks—I'll get a clarification out. Simon: The language changes in descriptions—there's confusion about whether a course can count as both an I-course and a J-course. Karen: I'll go have to look at those pages; some of the shifts in language is the result of reconciliation between WCU and PASSHE policy. Once one page changes, others have to be changed too—if you find things, let me know. Simon: It might help to remind department chairs to check their advising sheets. Karen: There'd be no reason to have a course that's both I and J; they're opposed to one another.
6. Dara Dirhan: PSY 100 is an E course, and some transfer students want to transfer introductory psychology courses from other institutions for the E requirement. Is there a petition for students to submit to have that count? Karen: There are two big kinds of petition; one is for exception to policy, and the other is for a course to satisfy a requirement. This is a course that has to be petitioned to transfer in as an E course. Courses like I, J, etc. need to be petitioned because most introductory psychology courses do not include what is required for E courses.
7. Selen: Are we keeping two courses the requirement for Speaking Emphasis? Karen: That was a temporary situation because we didn't have enough S courses. Now we have enough, so three courses are required.
8. Matt Saboe: Is there a ban on I courses? Karen: It's a temporary suspension. Matt: What is the time limit? Karen: Rodney Mader is holding some roundtables on this; they're in the data-gathering stage. We're rethinking the designation: what is interdisciplinary at this point in time for WCU? We would hope to have a new I curriculum, and return to submissions, next year.
9. Simon: Which is official, DPR or transcript? DPR sometimes says they have completed things they haven't. Karen: I'll check that. I'll ask how close we are to making sure the DPR doesn't have these errors.
10. Eirini: Will current I courses need to be revalidated? Karen: Absolutely. It's hard to know what it will look like. It hasn't been revalidated in a long time, longer than it should have. We just went through the J course change.
11. Karen: There's confusion about the capstone assignment. Department chairs were asked years ago to identify their capstone course; in most cases this was an existing course. Now each of those courses must incorporate a reflective assignment that asks students to reflect across all their activities, curricular and extracurricular, and think about how that has prepared them to move forward. What competencies have they learned, how, and why are they important? It

could be a video; it is open-ended that is not busywork and useful to your majors wherever they are headed. They are due December 31, with assumption that students will be ready to do this in Fall 2023. There will be workshops and drop-in labs. We want this to be as flexible, open-ended, and meaningful as possible. We want students to have an ePortfolio where students are putting artifacts as they take their courses, so that when they get to the Capstone course they have something to look at. Eventually all of their Gen Ed courses (starting this semester) will be required to have an artifact to put in their portfolio; any new course will need to identify at least one assessment to put in their portfolio. We are not expecting Gen Ed faculty to get students to put artifacts in their portfolio. Students are supposed to learn this during FYE. We will be using Google Sites as the location for the portfolio. Simon: There needs to be faculty buy-in to the ePortfolio before students start to take this seriously in FYE. Karen: Janneken Smucker was struggling with the transition from D2L ePortfolio to Google Sites, but that work is done and she is working on setting up training. Janneken: I just got here to the Zoom meeting; we got a lot of feedback from FYE instructors on improving training materials. Buy-in is the biggest issue now, and establishing a culture of uploading stuff from all of your courses. I'm sorry to hear that people perceive it as a burden, but I'm hoping to create a culture so that students see this as something worth doing, that they can customize it and produce something that they are proud of. I know it won't be perfect, but we want students to see the benefits of the metacognition.

12. David Bolton: Will the ePortfolio be evaluated? Karen: We will not be evaluating the ePortfolio; we're more interested in the artifacts. Students can put ungraded materials in the ePortfolio too. All we are asking you to do is put something in the syllabus that says they have to put something in the ePortfolio. This is all happening outside of anything Gen Ed instructors are being asked to do.

13. Karen: There was a question about Ethics. There was a lot of required training, but this is not the way we are rolling with this. Joan Woolfrey has created some online modules for Ethics course faculty can use. Joan will have a workshop for anyone teaching an ethics course; look in the newsletter for more details. This can help faculty come up to speed quickly if they have to cover an Ethics course in an emergency.

Liaison Reports

(See appendix to minutes for details.)

1. ADA Committee – Senator Matt Pierlott
2. Alumni Association – Adjunct Faculty Representative Bill Sawyer
3. APSCUF Exec Representative – Senators Israel Sanz-Sánchez & Julie Wiest
4. Budget Review Committee – Senator Kurt Kolasinski
5. Sustainability Advisory Council – Senator Kurt Kolasinski
6. Campus Climate Intervention Team – Senator Simon Ruchti
7. Council for Diversity, Inclusion, and Academic Excellence – Senator Ronnie Wilbur
8. Faculty Mentoring Committee – Senator Vipanchi Mishra
9. IS&T and LMS Advisory Committees, ADA Digital Accessibility Committee – Senator Dan Forbes
10. LGBTQIA+ University Caucus – Senator Julie Tennille
11. Military Veterans Coordinating Committee – No current liaison
12. Multicultural Faculty Commission – Senator Meg Panichelli

13. President's Commission on the Status of Women – Senators Michelle Wade, Meg Panichelli, and Sarah Lightner
14. Strategic Plan – Senator Heather Schugar
15. Student Government Association – Sarah Leszczewski
16. Search committees:
 - a. Associate Provost for Health and Wellness – Senator Debi Mandel – We have seen all four candidates, and we'll be meeting again on the 20th. The pool looks good.
 - b. Executive Director and Registrar – Senator Simon Ruchti – It's going to start up again soon; we had somebody, they accepted, and then changed their mind.
 - c. Associate Provost for Learning and Teaching Innovation – Senator Vipanchi Mishra – We've made a hire, Dr. Naomi Nyanungo.
 - d. Dean of Libraries - Senator Ronnie Wilbur – We are back to square one. The one candidate offered the position declined, so we're going to do another search.
 - e. Associate Provost for Research and Creative Activities – Senator Kurt Kolasinski – No report.

Committee Reports

1. Faculty Welfare/Ethics – Senators Tara Guerriero, Erin Hill, Mary Houser, Bessie Lawton, Eirini Panagiotidou, Meg Mraz, Stacie Metz, Matt Pierlott, Esther Smidt, Michelle Wade, Ronnie Wilbur—Matt Pierlott: We reached out to Joan Woolfrey to talk about what we could do for a policy for workplace bullying. If there's something else you'd like the committee to address, reach out to Ronnie and me.
2. Student Welfare – Senators Selen Razon (chair), Dan Cherry, Rachel Daltry, Dan Forbes, Jackie Hodes, Jim Brenner, Meg Panichelli, Simon Ruchti—Selen: There's an increase in anxiety in the classroom. It looks like there's a burden on the Counseling Center. We are going to get data from Rachel. There are concerns about how accommodating faculty can be for COVID issues. Dan Cherry notes that buses are not always stopping at the music school. Dan Forbes has been working on students getting easier access to scanned PDFs at the library. We'll meet as a committee soon. Sarah Leszczewski: A lot of students are struggling with stress. The Counseling Center is focusing on the ones experiencing the most, but there are a lot of students who are waiting for help.
3. Membership & Elections – Senator Israel Sanz-Sánchez (chair) – No report.
4. Communications – Senator Erin Hill (chair) – No report.
5. Research and Creative Activities – Senators Matt Saboe (chair), Bill Sawyer, Gary Childs, Laquana Cooke, Debi Mandel, Stevie Grassetti, Heather Schugar, Israel Sanz-Sánchez, Sarah Lightner, Innhwa Park, Gretchen Studlien-Webb, Julie Tennille, Tienran Chen—Stevie: The Associate Provost for Research and Creative Activities met with us. One thing we've been doing is giving feedback on one-pagers on research so new faculty can know more of what that office is about. We're working on a document concerning cumbersome processes relating to research that we'd like to present to the administration; if you have ideas we'd like to add to this document.

Faculty Senate Executive Committee

- ❖ President – Senator Julie Wiest
- ❖ Vice President – Senator Israel Sanz-Sánchez

- ❖ Recording Secretary – Senator Dan Forbes
- ❖ Corresponding Secretary – Senator Erin Hill
- ❖ At-Large Members – Senators Kurt Kolasinski and Julie Tennille
- ❖ Immediate Past President – Senator Bessie Lawton
- ❖ Past Presidents – Senators Jim Brenner and Heather Schugar

Senate Meetings 2022-23

Fall 2022

(all meetings via Zoom)

- ❖ Friday, September 9, 3-5pm
- ❖ Friday, October 14, 3-5pm
- ❖ (Open Forum) Monday, October 31, 2-3pm
- ❖ Friday, December 9, 3-5pm

Spring 2023

(all meetings via Zoom)

- ❖ Friday, February 10, 3-5pm
- ❖ (Open Forum) Thursday, March 2, 2-3pm
- ❖ Friday, March 24, 3-5pm
- ❖ Friday, April 28, 3-5pm

COMMITTEE REPORTS

Membership & Elections (Israel Sanz-Sánchez)

No report

Communications (Erin Hill)

No report

Faculty Welfare & Ethics (Matt Pierlott & Ronnie Wilbur)

We will be meeting with Ombudsperson Joan Woolfrey to discuss trends she has seen, and will be reviewing an example Anti-bullying policy from Dr. Leah Hollis' presentation. Senators are encouraged to submit issues they would like this committee to pursue to Ronnie and Matt.

Student Welfare (Selen Razon)

As reported to us by Sarah Leszczewski our student member liaison with SGA:

(1) Psychological concerns: High levels of stress and anxiety amongst students. Perhaps the Counseling Center can become more visible through additional posts and signs in residence halls and increased use and reach out through instagram, other social media. **(2) Class enrollment-related concerns:** Upper-level classes not being listed on time, in user-friendly ways in students' portal. We could perhaps inquire with admin and tech to see where the issue is coming from. **(3) COVID 19-related concerns:** COVID still causes students to miss classes, class work. Some professors are not as accommodating. Perhaps examining University policies WRT students' accommodations during, after COVID. **(4) Campus life-related concerns:** There are ongoing housing issues. Some students are still on the waiting list for housing. Also campus shuttles do not stop at each pre-designated stop- if no one gets off the bus at a given stop location. There may be students waiting on that stop to take the bus -they are skipped over. Buses should stop at each stop regardless of whether they have students getting off the bus at that location or not. **(5) Cleanliness-related concerns:** There are some concerns over the cleanliness of dishes and utensils in the dining areas and overall cleanliness of campus, and the sustainability of campus. Students are starting to get more involved in the sustainable aspects of campus, but they think the university is slow to action. The students think about possibly starting a GreenFund, with not yet a clear definition of what that would look like.

Senator Dan Forbes: I reached out to Danielle Skaggs at the library to ask about the conversion of scans of physical texts to accessible texts for library eReserves. She reported that Deirdre Childs and Annette Hamilton are the librarians working on this. They at this point are using Adobe Pro OCR software to convert these materials into searchable digital text, and are working on procedures to make PDFs fully accessible. They are looking for more information on processes for doing this, so they invite feedback or advice.

Senator Dan Cherry: To reiterate what Sarah said, one of the most common concerns that I hear from students in Music is that the shuttle bus service has issues - not always making stops, not on schedule, etc. Students in the Music Education degree are often on a tight schedule after driving off campus for observations, parking back on South Campus, then bussing up to Swope.

Senator Rachel Daltry: Winne Elvin (SGA Health and Wellness Senator) planning to send out a survey to students asking them about their experiences with health and wellness resources on campus. Also - the Counseling Center is seeing an increase in severity and acute distress in students presenting to the Counseling Center.

Research & Creative Activity (Matt Saboe and Stevie Grassetti)

Our committee met on 9/20 and 10/12.

Special Guest:

Dr. Cheryl Neale-McFall, Associate Provost for Research and Creative Activities (Interim), joined us for both of these meetings to discuss new initiatives at the Office of Research and Sponsored Programs (ORSP), answer questions, and discuss ways that senate and ORSP can work together. Some updates from Dr. Neale-McFall:

- Compared to last year, up \$500,000 in funding
- Compared to last year, up 23% in IRB submissions
- ORSP staff have been meeting 1:1 with faculty regarding external grants and assisting new faculty with internal grants.
- Working to market what ORSP can do for faculty and explain complicated research processes such as dual compensation and indirect costs (IDC).
- ORSP is working on recognition events, including a Grant Submission Recognition Event held in October.
- PIVOT is a database containing numerous funding opportunities that all WCU faculty have access to.
- Vision for ORSP:

- Support – especially with recent R2 reclassification
- Celebrate – Spotlight events
- Innovate – Invigorate – Collaborate

Committee Work:

- We reviewed and provided feedback on two 1-pagers from ORSP describing Indirect Costs (IDC) and Intro to ORSP targeted towards faculty new to research or the institution.
- We are partnering with ORSP to develop a faculty survey to better understand the role of research, how administration can support research, and what the biggest hurdles faculty are facing. We will work with APSCUF before sending the survey out to faculty.
- We are developing a document that describes Cumbersome Processes involving faculty research (e.g. Dual compensation, IDC protocol, Student Worker hiring/work-study, etc.) that could be presented to administration. We describe the current process, explain why it is so cumbersome, and propose solutions. We hope to deliver this to administrative groups to improve and support research activities.

Next Meeting:

To be determined. We will invite a staff member who can answer questions regarding cumbersome processes outside of ORSP's purview (e.g. student worker hiring, federal work study process).

Matt Saboe and Stevie Grassetti

Co-Chairs

LIAISON REPORTS

Alumni Association (Bill Sawyer)

There is nothing to report. The first meeting of the academic year will be held on Thursday, November 3rd at 5:30. I plan to attend and take notes for our November meeting.

Budget Review Committee (Kurt Kolasinski)

No report (haven't met).

Sustainability Advisory Council (Kurt Kolasinski)

Report given in meeting

Campus Climate Intervention Team (Simon Ruchti)

- Was ten minutes late due to other meeting.
- Working on updating language regarding calling off-campus protestors “uninvited guests” and the like in the statement sent out to campus.
- Finishing up the “Time, Place, and Manner for Expressive Activities Policy”
- Now have access to Campus Climate survey data the state system put out.
 - o Results will be shared at next meeting.
 - o This report only has percentages and ratios and such, though.
 - o No access yet to open-ended questions, which can make it hard to glean productive info from it.
 - § Only folks at the state system have seen that info with, I believe no plans currently to use it.
 - o Working to get access to that info since, without it, the important data won't get used.
 - o Typically, after we have access to info, we hold open forums with campus community to discuss results.
 - § Exploring plans for this or other forms of outreach.
- WCU Stands kits
 - o Staged around campus to be brought out when off-campus groups show up to protest
 - o Stickers, tri-fold brochures, flyers explaining off-campus protesters, signs, and stuff to hand out.
- Upcoming PASSHE DEI Summit—November 2-4, 2022
 - o Theme: What Does It Mean to Belong?
 - o Will be rolling out some social media-related campaigns on that theme in advance of the summit.
 - § Other campuses are using TikTok thing that all the kids are loving these days.

§ We will do similar things

- Get Inclusive Trainings (Students, faculty, and staff)
 - o New required modules for students
 - § Trying to figure out what “required” means for this
 - o DEI for Students—1, hour long module
 - o Voices for Change (Comprehensive)—4 modules, 20 minutes each

Council for Diversity, Inclusion, and Academic Excellence (Ronnie Wilbur)

*Highlights not addressed in the Campus Climate

- WCU received the HEAT award for the third year in a row
- Non-integrating campuses are participating in the DEI audit that looks at reporting processes for student inclusion and Title IX. Findings to be disseminated soon through the Chief Diversity Officers.
- NC A&T State University (HBCU) - Dr. Robinson had started a process before COVID to create a ***bi-directional MOA*** especially as a pipeline especially to Graduate programs especially in STEM, which has just been approved. Each institution guarantees a minimum of 4 seats - waive application fee and provide full assistantships. Students must meet admission requirements. Goal is to pursue other MOAs and to increase pathways for advanced degrees..Need to look at the assistantship processes and we are encouraged to be flexible.
- Discussed the Diverse Communities Taskforce Report was completed and recommendations sent to CAPC. Peer Institutions are looking to incorporate ‘J’ courses and WCU is looking to enhance the ‘J’.
- Climate Survey Report - as above, the qualitative data is only available to certain individuals. Interpretation of the quantitative data with the comments is not as valuable.
- Reviewed the strategic plan for Moonshot, which was in the last year. Will need to come up with a new proposal and it might be the individuals in the committee.
- Future initiatives for Moonshot need to be aware of equity mindedness.
- Land acknowledgment with Indian tribes was reviewed while working with the tribes to move forward.

ADA Committee (Matt Pierlott)

OSSD - Gabriella (Gabby) Hartz joined as new accommodation coordinator. Also Accommodated by Simplicity is a new tech platform for OSSD to do its work – send letters, gather testing documents, etc.

Academic Affairs – CAPC now has a syllabus template that is more accessible, which should be coming out soon, so we should be using that new one going forward.

Facilities – Looking to develop a portal for complaints about inaccessible areas. [2 Honors students have a project to develop an Accessibility/Area of Rescue GIS (Geographic Information System) map out in December.]

IS&T – Digital Accessibility subcommittee has started up.

ADA Committee is looking to make recommendations for an accessible Bus, and the possibility of “privacy rooms” for students to take their private remote counseling sessions.

Digital Accessibility Committee (Dan Forbes & Matt Pierlott)

Senator Dan Forbes: The committee met briefly 10/13/2022. The committee is compiling and reviewing websites from other institutions that integrate information on accessibility resources in order to identify what sorts of elements and design would work well for WCU. The plan is to develop a template for the new website within the next four weeks based on the feedback from committee members. If you are aware of university accessibility websites that would serve as good models for this work, please forward them to me!

IS&T and LMS Advisory Committees (Dan Forbes)

LMS Advisory Committee has not yet met. IS&T Faculty Advisory met on 10/11/2022. Megan Jerabek attended to report on Navigate. There are four ways faculty will interact with the Navigate platform:

1. Add/drop attendance reports—for federal financial aid purposes.
2. Progress reports—similar to the "Early Alert" system, but now not just intervening with problems but also celebrating student success. It was supposed to close today but has been extended to 10/18 (to give more faculty a chance to respond to the new system).
3. Ad hoc alerts—ability to issue alerts/cases/referrals via Navigate.
4. Class information—see class information, student profile, and communicate with students.

The Navigate team would like feedback on how faculty are perceiving the system. I was able to ask why some faculty seemed to have to do more progress reports than others. Megan explained that they are tracking courses that have high D/F/W rates and requesting all-class reports. In other cases they're tracking specific demographics: athletes, new students, on

probation, and students targeted by Navigate predictive analytics. Because the Navigate platform is web-based they cannot customize it for WCU, so this means that there are some oddities (such as requesting multiple reports for the same students in both the main lecture and breakout sections of FYE courses; in these cases reporting just once is fine). More information can be found at <https://wcupa.edu/navigate>.

JT Singh reported that cybersecurity remains an issue. Recently one faculty member and one staff member fell prey to phishing attacks. The WCU cybersecurity team was able to act quickly, but faculty and staff are encouraged to remain vigilant. There is a deadline for students to complete cybersecurity training on D2L coming soon (by the end of fall break).

Paul Gargiulo reported that the technology loan program continues to go well. IS&T has partnered with the library and the Provost's office to provide loaner laptops and tablets to students who need them (confirmed by checking financial aid). The program is available to adjunct faculty as well. Requests should be submitted through ServiceNow.

Faculty Mentoring Committee (Vipanchi Mishra)

The Faculty mentoring committee hosted its "Onboarding Event" for new faculty and mentors on September 20 and September 21, 2022. The Adjunct Faculty mentoring program will be hosting its Orientation session with cohort mentors on October 3 and October 4 with subsequent cohort mentoring sessions planned for End of October and November.

LGBTQA+ University Caucus (Julie Tennille)

The LGBTQIA+ Caucus has met twice thus far (9/14/22 and 10/4/22).

The plan is to continue progress toward goals set forth from last year through AY22-23.

- a. See Caucus website for mission, bylaws, upcoming events
etc.: <https://www.wcupa.edu/admin/diversityEquityInclusion/caucus/default.aspx>
- b. Continue with Sub-Committees
 - i. *Health Insurance/Health Center*
 1. Co-chairs: Chrissy Riccardo, Kelsey Organ
 - ii. *Vendor Non-discrimination*
 1. Co-chairs: Nicole Bobbert
 - iii. *Faculty Training Group*
 1. Co-chairs: Erin (they/them) & Lesley (she/her)

iv. **NEW: Language Committee: Pronouns & non-gender/gender inclusive language stuff?**

1. https://docs.google.com/document/u/1/d/1uY6Z12S2kCKXMwaky0SroDSchKZoz7aHLLZQj1qLa1A/edit?usp=drive_web&oid=111336145834861671594
2. Co-chairs: Tess Benser, Jules Walls
3. Pronoun policy ODEI group.

v. **New: Budget/Spending Committee**

1. Using the surplus cash monies for swag, queer students, etc...
2. Guidelines <-- onboarding, new staff and faculty

Military Veterans Coordinating Committee (*vacant*)

No report

Multicultural Faculty Commission (Meg Panichelli)

No report

President's Commission on the Status of Women (Michelle Wade, Meg Panichelli, & Sarah Lightner)

No report

Strategic Plan (Heather Schugar)

No report

Search committees:

VP for Student Health & Wellness (Debi Mandel)

Report given in meeting

Associate Provost for Learning & Teaching Innovation (Vipancho Mishra)

The search is completed after two candidates were invited for campus visits the first week of the Fall semester (August 30 and August 31). We are awaiting a decision announcement from the Provost Office.

Dean of Libraries (Ronnie Wilbur)

After the first candidate declined the position the search committee completed another interview process including the campus visits. As of Monday, we are still in the search for a new Dean of the Libraries.

Executive Director & Registrar (Simon Ruchti)

Report given in meeting

Associate Provost for Research & Creative Activities (Kurt Kolasinski)

Report given in meeting