WCU FACULTY SENATE MEETING

Date: October 25, 2019

Time: 3:00 p.m. – 5:00 p.m.

Location: FHG Library Room 613

Facilitator:	Bessie Lee Lawton, President	**Type of meeting:**	Scheduled Meeting
Note Taker:	Dan Forbes, Recording Secretary	**Misc.**	

Attendees:

Members Present: ***designated by an X***

Benedict, Kristopher	*x*	MacPhee, Graham	
Bolton, David		Major, Marci	*x*
Brenner, James	*x*	Mandel, Deborah	
Burns, Michael	*x*	Moriconi, Christine	
Chang, Janet	*x*	Mraz, Megan	*x*
Cherry, Dan	*x*	Olejarski, Amanda	*x*
Cooke, Laquana		Panichelli, Meg	
Daltry, Rachel	*x*	Pierlott, Matthew	*x*
Forbes, Daniel	*x*	Raskauskas, Jenn	*x*
Guerriero, Tara	*Proxy Ashley Miller*	Riley, Kathleen	
Haggard, Cynthia	*x*	Sanz-Sanchez, Israel	*x*
Harrison, Barbara	*x*	Schugar, Heather	*x*
Hill, Erin	*Proxy Megan Nolan*	Scythes, James	*Proxy Bill Sawyer*
Houser, Mary	*x*	Sestrick, Timothy	*x*
Junius, Premalatha	*x*	Tennille, Julie	*x*
Kolasinski, Kurt	*x*	Wade, Michelle	*x*
Konigsberg, Lisa	*x*	Wilbur, Veronica	*x*
Lawton, Bessie Lee	*x*	Wiest, Julie	*Proxy Duane Milne*
Adjunct Faculty Rep: Ann Hiloski-Fowler		Student Govt. Assoc. Rep: Elizabeth Schultz	*x*
Adjunct Faculty Rep: William Sawyer	*x*	Graduate Student Assoc. Rep: Montana Leaks	
APSCUF Rep: Cynthia Haggard	*x*	ROTC rep: TBA	
Guests in Attendance: Jeffery Osgood, Clifford Johnston, Mark Rimple			

AGENDA ITEMS

Topic	Discussion	Action
Welcome to Senators, Proxies, and		

Guests (B. Lawton)		
Deans of WCU Colleges: Jen Bacon (Arts & Humanities), Christopher Hanning (School of Music), Scott Heinerichs (Health Sciences), Evan Leach (Business & Public Management), Cheryl Neale-McFall (Education & Social Work), Radha Pyati (Sciences and Mathematics); topic: AWAs	1. Bessie: Last spring there were questions during Faculty Senate about how AWA availability and how they were distributed. So we invited the deans to come to talk, and we provided them with four questions in advance: (1) How many AWAs does your college have, broken down according to CBA mandated, Provost allocated for specific tasks, and other open discretionary AWAs; (2) What is the process in the college for allocating these; (3) Where were they allocated last year, e.g. research, assistant chairs, etc.; (4) Were all AWAs allocated? 2. [See attached diagrams for details of AWA allocation for each college.] 3. Christopher Hanning: In School of Music we have broken things down differently this year because of changes in our school. It is all decided by executive committee in the school, not by me. Q: Heather: Do you have faculty engaged in creative activities that could use support? A: Hanning: Yes. We had a lot of assistant chairs in the past. We have discussed areas where we might reallocate. We wish we had more AWAs to spread around. Q: Dan Cherry: Is there need for more administrative positions so that these AWAs could be freed up? There are questions or concerns with teaching load. A: Hanning: Yes. We don't have music performance AWAs; it would be great if we had more discretionary funding. Q: Bessie: What was the total of discretionary AWAs? A: Hanning: 30. 4. Evan Leach: We used all discretionary AWAs last year, and we'll use all this year. Q: How are the credits for research distributed? A: We have standards relating to accreditation for which instructors can earn up to 3 credits AWA for their research. I don't give discretionary AWAs for research. Osgood: These AWAs come from central budgets. The school runs at the highest ratios compared to the university. 5. Radha Pyati: Our model is similar to those of other colleges. We used all discretionary AWA last year and plan to do so again this year. We have a research AWA competition, typically three credits. Q: How many research competition AWAs? A: This year we have 15 credits. The proposals have not been evaluated yet. 6. Scott Heinerichs: When I've had 3 credits available for research, I've made it available; recently there have been no applications. 7. Cheryl Neale-McFall: We have similar discretionary AWAs to other colleges. We use these for assistant chairs, graduate coordinators, etc. We've used all of the allotted discretionary AWAs. Q: Bessie: Do you have research AWAs? A: We have external grants; there is a college-wide funding opportunity but it is not attached to AWA. 8. Radha Pyati: On behalf of Jen Bacon, who was unable to attend, I'll explain CAH allocations. Q: Israel: Most colleges have wiggle room for research-based AWAs. What research-based AWAs does CAH have? A: Pyati: RACA. Michael Burns: That doesn't get course release. 9. Nicole Bennett: We at Office of Sponsored Research have some AWAs; there is time and the cost of the AWA. Federal grants and Foundation grants work differently. Osgood: We want to stay under the 25% cap, and that limits our ability to use the externally funded AWA; we try to build in some flex room to reduce waiting lists. Q: If a faculty member is managing a certificate program, is that eligible for AWA? A: Osgood: Only for grad programs. Q: Heather Schugar: There's a general sense of burnout from faculty asked to do more and more, and this takes away from research. CSM has research built into discretionary AWA. We are moving to R2 designation, and we need to find ways of helping faculty to conduct research.	

	A: Osgood: We do value research; is there more release time for research is the question. There are ways for us to do this. We have a closed ecosystem, budget, 25% cap, etc. Pyati: In CSM large classes generate a non-temp generating AWA. Departments allocate these differently—some to junior faculty, others in other ways. This has been an effective way to create research time. Mark Rimple: The CBA includes teaching associates, who do not count toward the 25% cap, and this requires doctoral candidates and undergraduates in the same department. Q: The worry about becoming R2 is whether our research productivity must increase. Are we under going to be under more obligations than we are now? A: Osgood: R2 is not something we apply for; it comes from looking at production of graduates, research and development expenditures, etc. We have a lot of research coming out this faculty, well above our teaching institution mission. You won't hear from us that we need to do more research; we've already met the R2 threshold. The Carnegie classification was using old data. We're financially sustainable compared with sister institutions. We are ready to talk if you think we need to do things differently. Q: Bessie: What other opportunities for research support aside from AWAs? A: Heinerichs: We have research grants, international initiatives, Faculty Vision award that has to be used toward professional development. Leach: We're giving out research support funding, mostly software and hiring assistants. There's another pool for funding for research assistants. Not all of that money has been spent. Neale-McFall: We have a research committee, and allot 15K for that. Hanning: We had a committee of that sort that we hope to bring back. Pyati: We have research awards too. Q: Jim Brenner: Could you clarify the 84 discretionary AWAs per college—where does the number come from, is it equitable? A: Osgood: Laurie and I are doing it differently from the previous provost and after the reorganization, and it is better; before it was something of a rat-race, unhealthy competition. It has been four years since the reorganization, so perhaps we need to revisit this. Q: Bill Sawyer: Could a full-time person be added to departments that have regular sources of funding? A: Mark Rimple: This could go through Meet and Discuss. Q: Tim Sestrick: Any discussion of alternative models for non-classroom faculty? A: Osgood: Mark and I talk about this often. Mark Rimple: For all non-classroom faculty there will be language that all non-classroom faculty should have adequate research time. Jeff: The same professional development funding is there for non-classroom faculty; this is something we need to look into. Q: Israel: The non-temp AWA option is for all colleges? A: Osgood: The non-temp AWA mechanism is open to all colleges. There is more room for this in the summer.	
Mark Rimple, APSCUF President	1. Mark Rimple: We had a great contract team, and the Chancellor's office let us in on more things, because we went on strike and they want to avoid that happening again. First year review will now be informal, a formative review, so that second year is first official review. Year five is not needed at same time of tenure review. Adjunct faculty will only have to be reviewed once a year, which takes off pressure; there will be contractual ways of dealing with potential problems. Adjunct faculty can get part-time tuition credit. No tuition increase, so backloaded some things. No raises this year, next fall there's a step. Increases in steps and raises later. Internal faculty who apply to be an assistant and associate dean will keep tenure. Deans will get back in tenure process. New faculty development grants will be coming in. Maternity leave will include two more weeks of leave. There are a lot of side letters, including language on bias in student evaluations. Article 3 has been updated to reflect our culture better. Non-classroom faculty must have time for research. The per-head fee for distance education was dropped for concessions on health care. Please look at the proposed contract. We will be voting next week, and probably recommending that you vote to accept it. Please encourage colleagues to join so they can vote—adjuncts have a stake in this vote! Q: Isn't there a student scholarship for when departments get to 100%? A: Mark: Not currently. Q: Heather Schugar: I have concerns about graduate side letter, as we have a unique situation at WCU compared with other PASSHE schools.	

	A: Mark: We've rushed into doctoral education. We are asking questions about sustainability, workload. Q: Heather: Distance ed seemed to change a lot. A: Mark: There's language that says distance ed is not intended to replace face-to-face. It is only possible to be required for faculty for whom it is in their contract. Q: Heather: Inter-university transfer side letter? A: Mark: This is different from the retrenchment language. We've never been able to transfer well between universities; this makes this possible. We are trying to avoid retrenchment because it creates awkward situations. Q: There's a side letter about concurrent enrollment? A: The System really wanted it. It is about trying to get tuition from high schools. This enables APSCUF to be involved in deciding this. It has a kill-switch if it is not working. Q: We have faculty looking to be promoted. They are trying to align promotion when there is not a step year. When should they go up? A: Mark: The contract never allowed people to get more than 10% in a raise. No one is being screwed; negotiations aren't always in a predictable time frame. Cliff: Apply when you're ready to apply, since getting promoted as soon as you are able is better.	
Senate business	1. Approval of 9/20 minutes and Open Forum minutes. 2. Faculty Ombudsperson update – Bessie: There will be a search committee composed of four people from Senate. Erin Hurt will be APSCUF representative. If you know anyone who will be good for this role, who is full professor, please encourage them to apply! 3. Administrative positions and updates a. Executive Director for the Registrar's Office – Senator Deborah Mandel – Not present. b. CESW Dean search – Senator Heather Schugar – Not present (left early). c. CBPM Dean search – Senator Janet Chang – This will start soon.	
Liaison reports	1. Presidential Cabinet liaison – Jim Brenner 2. LGBTQIA+ Advocacy – Senator Julie Tennille 3. Campus Climate Intervention Team – Senator Erin Hill 4. Faculty Mentoring Committee – 5. Sustainability Advisory Council – Senator Kurt Kolasinski 6. ADA – Senator Matt Pierlott 7. University Forum – Past Senator York Williams? 8. APSCUF – Senator Cynthia Haggard 9. Multicultural Faculty Commission (MFC) – Senator Israel Sanz-Sánchez 10. Council for Diversity, Inclusion and Academic Excellence – 11. Budget Review Committee – Senator Kurt Kolasinski – University has revenues that are only 21% from the state, $3200 per student, which is lowest for the state. Ernst & Young consulting firm was hired to find places to get savings, but the universities are all running pretty lean right now. Most of the expenditures at this point is in salaries. There are no plans to scale back on building plans. 12. President's Commission on the Status of Women – Senator Kathleen Riley 13. Student Government Association – Elizabeth Schultz – We had a student Open Forum, we asked questions about overcrowding. The Ram Initiative is a program for students with intellectual disabilities; the pilot program ended, and is on hold; the Provost says it is not going away and they are looking for ways to continue it. Bessie: The initial grant is done, and the funding is going to be greatly reduced. They are planning a letter asking for donations, and if half of the operating costs can be raised, the university will cover the other half. Elizabeth: A question was asked about consistent D2L usage. Students would find having syllabus and posted grades would be very helpful. There is some discussion about a pipeline for transferring grades from D2L to myWCU. There is a lot of negative reaction to First Year Experience courses, especially the content; this takes away credit that could be going toward their major, and it cannot be transferred. 14. Graduate Student Association – Montana Leaks	

	15. LMS Advisory Committee – Senator Dan Forbes: Changes to Assignments tool that allows grades to populate in both directions; rolling out changes to make visibility settings (active/inactive, etc.) more consistent between D2L tools. In January 2020 D2L will cease to support Internet Explorer browser. Kaltura Capture training has been added to "Navigating Digital Learning" course. Longer term: D2L ePortfolio, which is part of the new general education curriculum, and is currently being used in first-year writing and FYE, appears to be something D2L is moving away from. No end of support yet officially, and there will be some sort of replacement, but be aware. 16. Strategic Plan – Senator Heather Schugar 17. Middle States Self-Study – Senator Heather Schugar 18. United to End Racism – Senator Michael Burns 19. Alumni Association – Adjunct Faculty Representative William Sawyer 20. Military Veterans Coordinating Committee – Senator Jim Scythes 21. Parking Task Force – Senator Jim Scythes	
Committee Reports	Faculty Welfare/Ethics – Senator Deborah Mandel (Chair) – Not present. Veronica Wilbur: Is there a way we could put out a survey to find out what faculty are concerned about? Bessie: That would need to be done in collaboration with APSCUF. Any thoughts from those present? Student Welfare – Senator Julie Wiest (Chair) – We're raising issues surrounding overcrowding in residence halls and understaffed Counseling Center. Membership and Elections – Senator Julie Wiest (Chair) Communications – Senator Kurt Kolasinski (Chair) Research – Senator Israel Sanz-Sánchez (Chair) – We were communicating about priority areas. Inquiring about administration plans relating to transition to R2. Q: Is there any prospect of negotiating for a 3/3 load? Bill Sawyer: 4/4 load is written into PASSHE; state legislature is not willing to consider anything that would increase operating costs. Bessie: We need to keep this on the administration's agenda. Jeff Osgood is planning to convene an R2 planning group.	
Committees	Committee meeting: Faculty Welfare and Ethics – Chair: Deborah Mandel Student Welfare – Chair: Julie Wiest; Elizabeth Schultz, Mary Houser, Tara Guerriero, Rachel Daltry, Jim Brenner, Meg Panichelli, Barbara Harrison, Julie Tennille, Jim Scythes Communications – Chair: Kurt Kolasinski Research – Chair: Israel Sanz-Sánchez, Janet Chang, Kristopher Benedict, David Bolton, Bill Sawyer, Kurt Kolasinski, Prima Junius Membership and Elections – Chair: Julie Wiest	
Senate Exec Committee	President: Bessie Lee Lawton Vice President: Julie Wiest Recording Secretary: Dan Forbes Corresponding Secretary: Kurt Kolasinski At-Large Members: Erin Hill and Israel Sanz-Sanchez Immediate Past President: Heather Schugar	
	5 pm adjournment	

NEXT MEETING

Day and Time:	December 6, 2019, 3-5 pm
Topics/ Presenters:	Nicole Bennett, Vice-Provost for Research and Creative Activity

Chair Person

*measured by Spring Faculty headcount

DEPT	CHAIR
COUN ED	6/sem.
EMG	9/sem.
ED FND	6/sem.
GRD SWK	9/sem.
LITERACY	9/sem.
SEC ED	3/sem.
SOC WK	6/sem.
SPEC ED	9/sem.

Graduate Coordinators

Determined by previous fall student headcount

Department	Grad Coord.
COUN ED	3/yr.
EMG	9/yr.
ED FND	6/sem.
GRD SWK	9/yr.
ED.D	3/yr.
LITERACY	6/sem.
SPEC ED	15/yr.

Dean's Discretionary

84 credits available– AWA were used to support Assistant Chairs, Field Experience Coordinators, Program Development, additional Grad Coordinator credits, new initiatives such as the CISE Program, and Mobile Rams, and external grant administration.

Dean's Discretionary

Assistant Chairs – 21 credits (25 %)

Field Experience/Student Teaching Coord – 18 credits (21 %)

Dean's Discretionary

Additional Grad Coord. – 6 credits (7 %)

Program Development/Coordination – 15 credits (18%)

Dean's Discretionary

Grants – HRSA and Woodrow Wilson – 18 credits (21%)

Technology Initiatives – 6 credits (7 %)

College of Education and Social Work

Assessment/Accreditation

3/yr for every department, but some are deployed in summer.

Additional Accreditation AWA may be awarded on an as-needed basis during a self-study year.

Current AWA Model Overview in Arts and Humanities

Contractual

Department Chairs: Spring Headcount
1-9 = 3; 10-20 = 6; 21+ = 9

Other: *Quad, Serpentine,* TV Station, Radio Station, Forensics

Graduate

Prior Fall Student Headcount

0-20 = 0 (HIS, PHI)
21-60 = 3/yr (COM, LAC)
61-100 = 6/yr (ENG)

Dean's Discretionary

84 credits of Discretionary AWA, distributed after an open call in the spring semester of 2019. Received requests for 103 credits and awarded the 84 credits based on quality of request, importance to the operation of the department and college, and availability (all AWA were awarded)

Dean's Discretionary

Gallery Preparators (ART)	4
Asst. Chairs (COM, ENG, HIS, LAC)	33
Course Development (ENG)	2
iCamp	3
Schedule Coord (ENG)	6
Grad. Coord. Add'l (HIS)	3
Internship work (HIS)	3
Oral History Editor (HIS)	3
Grad. Coord. Add'l (LAC)	3
Five-Year Review (LAC)	3
Spanish Coord (LAC)	6
Technical Director (THA)	6
RACA/EAIDI	9

Total = 84

University Wide and Provost's Discretionary

The Provost's office awards these, mainly for administrative work that is university-wide. Examples include FYW, FDI, Planetarium, TLAC, CAPC, TEP, Writing Center, Service Learning, and Special Assistants for specific projects.

Assessment/Interdisc.

3/yr for every department, but some are deployed in summer. BSED programs in LAC (their program is K-12) gets additional AWA for managing/assessment

Externally Funded

A variety of things might fall in this category, but these are AWA purchased with external funds, from a program that brings in revenue or a grant.

Accreditation

Only two programs in CARHU have specialized accreditations (ART is accredited by NASAD and THEATRE is accredited by NAST).

FY20 AWA in CHS

Chairperson

measured by Spring faculty headcount

DEPT	CHAIR
CSD	6/sem.
EXS	9/sem.
HEA	9/sem.
NSG	9/sem.
NUT	9/sem.
SMD	6/sem.

Graduate Coordinators

measured by previous Fall student headcount

DEPT	Grad Coord.
CSD	3/sem.
KIN (EXS & MPA)	6/sem.
NUR	3/sem.
HEA	6/sem.
SMD	3/yr.
NUT	3/sem.

Dean's Discretionary

84 AWA credits total. 81 credits are used to support departments via assistant chairs, program directors, clinical coordinators, lab, and clinic oversight. 3 credits of AWA are left for Dean's special projects.

Dean's Discretionary

12 credits (6 each semester) for assistant chair

Dean's Discretionary

54 credits (27 each semester) for program directors & clinical coordinators

Dean's Discretionary

15 credits for lab and various clinic oversight

Assessment

Externally Funded

A variety of things might fall in this category, but external research grants are the most common.

Non-Temp Generating

Some AWA do not require a replacement hire. Common examples include large lectures and some overload.

FY20 AWA in CBPM

Chairperson

measured by Spring faculty headcount

DEPT	CHAIR
ACC	6/sem.
CRJ	9/sem.
ECO	9/sem.
GEO	6/sem.
MGT	9/sem.
MKT	9/sem.
PPA	3/sem.

Graduate Coordinators

measured by previous Fall student headcount

DEPT	Grad Coord.
CRJ	3/yr.
GEO	3/yr.
PPA (MPA & DPA)	9/sem.
MBA	3/sem.
HRM	3/sem.

Dean's Discretionary

84 AWA credits total. 73.5 credits are used to support departments via assistant chairs, program coordinators, admin/program support, and strategic planning/accreditation. 10.5 credits of AWA are left for Dean's discretionary projects.

Dean's Discretionary

12 credits (6 each semester) for assistant chair

Dean's Discretionary

31.5 credits for program coordinators & curriculum development

Dean's Discretionary

24 credits for administration & program support

Assessment

21 credits (3 per year for 7 depts.)

AACSB

189 credits for AACSB research

Strategic Planning

6 credits for strategic planning and accreditation

FY20 AWA in Wells School of Music

Chairperson

measured by Spring faculty headcount

DEPT	CHAIR
ENS	3/sem.
INM	9/sem.
MCH	6/sem.
MUE	6/sem.
VOK	6/sem.

Graduate Coordinator

measured by previous Fall student headcount

WSOM Coordinator – 1.5/sem.

Contractual/Provost

Holiday Concert – 1 credit in fall only
Area of Distinction, Community Music School – 2/sem.
Jazz Director – 1/sem.
Asst. Dean for Student Success – 6/sem.

Dean's Discretionary

CMT Lab 3/sem.
Chamber Ensemble Coordinator – 1/sem.

Dean's Discretionary

Scholarship Coordinator – 2/fall, 3/spring
Additional Asst. Dean – 3/sem.

Dean's Discretionary

Music Therapy Director – 1/sem.
Music Therapy Field Placement – 1/sem.
MUE Teacher Placement – 1/sem.
Curriculum – 1/sem.

Assessment

Summer admin.

Externally Funded

A variety of things might fall in this category, but external research grants are the most common.

Non-Temp Generating

Some AWA do not require a replacement hire. Common examples include large lectures and some overload.

FY20 AWA in Coll Sciences Math

Chairperson

measured by Spring Faculty headcount

DEPT	CHAIR
ANTSOC	6/sem.
BIO	9/sem.
CHE	9/sem.
CSC	6/sem.
ESS	6/sem.
MAT	9/sem.
PHY	6/sem.
PSC	6/sem.
PSY	9/sem.

Graduate Coordinators

measured by previous Fall student headcount

Dean's Discretionary

84 AWA credits total. This year, these AWA support Assistant Chairs, Research AWA awards to faculty, Dean's faculty associate for student success, Lab coordinator, Gishwati, Network computer manager, research commitments, CSC cybersecurity, one small program.

Accreditation

AWA are awarded on an as-needed basis during a self-study year. None this year.

Graduate by dept

DEPT	Grad Coord.
BIO	3/yr.
CSC	3/yr.
ESS	3/yr.
MAT – Appl Stat	6/yr.
MAT – MA	0/yr.
MAT – Appl Comp	0/yr.
PSY – Psy.D.	3/yr.
PSY – I/O and General	6/yr

University/Provost

CSM-held	
CAPC, Gen Ed	Pre-Med
Pharmaceutical Product Development	
Planetarium	Veterinarian
Biomedical Engineering	FYE
Special assistant – Univ College	TA mentoring
Service learning	

Assessment

3/yr for every department, but some are deployed in summer.

Externally Funded

Research grants and contracts typically support these.

Non Temp Generating

Some AWA do not require a replacement hire. Common examples include Large Lectures and some overload.