

WCU FACULTY SENATE MEETING

Date: October 29, 2021

Time: 3:00 p.m. – 5:00 p.m.

Location: Zoom meeting

Facilitator: Julie Wiest, President

Type of meeting: Scheduled Meeting

Note Taker: Dan Forbes, Recording Secretary

Misc.

Members Present: *designated by an X*

Attendees:

Bolton, David	x	Mandel, Deborah	x
Brenner, James	x	Metz, Stacie	x
Chang, Janet	x	Mishra, Vipanchi	x
Cherry, Dan	x	Mraz, Megan	x
Gary Childs	x	Panagiotidou, Eirini	x
Cooke, Laquana	<i>Proxy Selen Razon</i>	Panichelli, Meg	x
Daltry, Rachel	x	Pierlott, Matthew	x
Forbes, Daniel	x	Raskauskas, Jenn	x
Guerrero, Tara	x	Riley, Kathleen	x
He, Yuhong	x	Ruchti, Simon	x
Hill, Erin	<i>Proxy Lia O'Brien</i>	Saboe, Matt	x
Hodes, Jacqueline	x	Sanz-Sánchez, Israel	x
Junius, Premalatha	x	Schugar, Heather	x
Karahan, Selcuk	x	Smidt, Esther	x
Kolasinski, Kurt	x	Studien-Webb, Gretchen	x
Konigsberg, Lisa	x	Tennille, Julie	x
Lawton, Bessie Lee	x	Wade, Michelle	<i>Proxy Selen Razon</i>
Lightner, Sarah	x	Wiest, Julie	x
Major, Marci	x	Wilbur, Veronica	x

Adjunct Faculty Rep: Ann Hiloski-Fowler	x	Student Govt. Assoc. Rep: TBA	
Adjunct Faculty Rep: William Sawyer	x	Graduate Student Assoc. Rep: TBA	
APSCUF Rep: Bessie Lee Lawton	x	ROTC rep: TBA	

Guests in Attendance: Melissa Whidden, Tammy James, Liam Lair, Dara Dirhan, Lia O'Brien, Cheryl Wanko, Zeinab Baba, Amy Baker, Gary Bixby, Jen Anderson, Selen Razon, Tracey Robinson, Orkideh Mohajeri

AGENDA ITEMS

Topic	Discussion	Action
<p>Welcome to Senators, Proxies, and Guests (J. Wiest)</p>	<ol style="list-style-type: none"> 1. Welcome and introductions 	
<p>Gary Bixby, <i>Associate Vice President for Facilities</i></p>	<ol style="list-style-type: none"> 1. We have 72 projects that we are closing out, which is an awful lot of work over the last 14 months! Chickie's & Pete's is complete, as are Einstein Bros. and Twisted Taco, all complete and ready for services. There is a new Hollinger concession stand; there have been a huge number of improvements in the building. The Serpico Baseball Field has been renovated, and a crevice in the South Campus tennis court has been fixed and resurfaced. At 20 Linden there was a need to get access to a second floor that was going to cost \$300-600K, but we put in a personnel lift which was much less expensive. We've added electric vehicle charging stations on 201 Carter, and have a fleet of electric vehicles on site. Parking lots have been restored. Renovation of Recitation has been completed. 2. WCU is at the top of the PASSHE institutions in mitigating the spread of COVID-19. There are air purifiers in all classrooms, and students have been required to wear masks. We have cleaning stations in large common areas. 3. The academic phase of the new Science and Engineering Center building has been successful. (Shares two time-lapse videos of construction process.) The next phase is dining, and an extension of the biomedical engineering section, and there will be some renovation in Peoples. There will be a convenience store. 4. There is a project for Sturzebecker. There's no air conditioning in the gymnasium, and we will connect it to the geothermal system so that the whole building has AC. 5. We will need to redo some intersections on campus. The intersection at New and Rosedale will be redefined. The intersections at New and Nields, and Nields and North Campus drive will be redefined as well. 6. Our finances have changed dramatically, but it has allowed us to reassess some projects: can it be postponed or revised to reduce costs? Middle States did criticize us for not having the master plan up to snuff, but we are working on that. 7. The fountain at the corner of Rosedale and High is beautiful at night. It is an interactive fountain; it is intended to be a playful spot and you can run through it. 8. The community phase of SECC involves the parking structure. We are trying to get it open for January. <p>Q: Ronnie Wilbur: Will the new parking structure have fees? A: Bixby: It is revenue generating; I'm not in charge of that, though.</p> <p>Q: Kurt: How are you planning on informing of us future projects? The current facilities project information on the website is well out of date. It would be nice to have more information on the more important ones. A: Bixby: We need to do a much better job of being informative. We aren't trying to hide anything. We have the data. We intend to post the campus master plan once it is complete.</p> <p>Q: Kurt: How does the corner at Rosedale and High fit into the master plan? A: Bixby: I started at WCU three years ago; it's been in there since I've been here. It was primarily for enhancing safety of pedestrians on that corner. A donor became involved and had input, but it did not deviate far from the original plan of a "beach."</p> <p>Q: Matt Saboe: We had heating issues at the start of the semester in BPMC. Geothermal system work had been done, but the problem hasn't been addressed. A: Bixby: I've spent a lot of time trying to figure out what happened over there. The building was operating over COVID last year. But the impact of the SECC building on heating and cooling was an unknown, and when it came on line we found out. We added an external cooling tower, and stabilized the temperature of the loop. We had help from the township. There are long-term repairs planned to address the humidity issues in BPMC.</p> <p>Q: Jim Brenner: I'm in the new building; I'd like to have more of an understanding about the</p>	

	<p>project. There seemed to be a lot of activity before the start of the semester, and now it seems sporadic. For example the walkway was poured, but it is still closed off on part of Church Street.</p> <p>A: Bixby: The ground surface cannot be wet in order to proceed, but in recent weeks it has rained frequently. Also, once the building is occupied, a construction worker can do isolated work, but it cannot be treated as a construction zone. There are people working on construction at night when the building is not occupied.</p> <p>Q: Rachel Daltry: What are the plans for Lawrence when the dining services leaves?</p> <p>A: Bixby: If you have an interesting idea, please share it! There's a lot of thinking going on in executive leadership about it.</p>	
<p>Dr. Tracey Ray Robinson, <i>Chief Diversity and Inclusion Officer</i></p>	<ol style="list-style-type: none"> 1. I was last here in April 2020. I'll be quick so there is plenty of time for questions. I'm trying to find time to do a conversation hour with students, and one with employees. Not everyone is in a committee or working group! There are many committees working in partnership with our office. There will be a survey coming out next week to ask if individuals are interested in serving on these commissions. 2. We have a speaker series for the 150th Anniversary year. We're hosting Nicole Hannah Jones in January. Academic Affairs is leading the EAB Moonshot for Equity. Student Affairs has an initiative relating to social justice in the cocurricular transcript program. There will be a new campus climate survey in the spring. PASSHE approved a Diversity Equity and Inclusion framework. The aim is to have a systemwide diversity plan. 3. We are members of the National Center for Faculty Development and Diversity; it is no cost for you to participate. It is a minority-owned business and contributes to our vendor diversity. 4. So far we have 10 faculty members who are alumni of the Faculty Success Program. There is a dissertation success program, with over 400 members, with significant numbers of women and BIPOC. 5. The Multicultural Faculty Commission appointed Dr. Janet Chang and Dr. Daniela Johannes for leadership. They held a conversational hour last spring, and are working to finalize the Commission's bylaws. They are doing outreach work concerning mentoring partnering with the Faculty Mentoring Committee. 6. Frederick Douglass Institute has been very active. The Frederick Douglass Teaching Fellows Program has hosted scholars. Taryn Myers, who was FDI scholar last year, is now tenure-track. Our applicant pools have been very diverse. 7. For the last three years we have contributed to New Faculty Orientation. There are now three required diversity trainings for new faculty; in January there will be one for students, because some students are also employees. Tutors need to be aware of diversity and inclusion issues, for example. 8. Last fall we launched the Institute for Cultural Competence and Inclusive Excellence. The level of engagement and the projects were amazing. The Institute is not meant for "members of the choir," so there are different levels of proficiency in participants. 9. We are institutional members since January 2021 of the Higher Education Recruitment Consortium. Our positions are cross listed on boards including HERC. About half of academics have a "trailing spouse," and HERC provides a resource for accommodating them. 10. We've worked with PASSHE to create a DEI Data Dashboard that has demographics for diversity. Currently our faculty diversity is increasing. Nationally Asian faculty availability has increased significantly, and so our hiring has shifted. We need to do cluster hirings, and retirements will affect these numbers too. 11. We have an anti-racism website that shares our efforts. We are applying for a grant. 12. Our work has been recognized, including for being "Military Friendly." <p>Q: Matt Saboe: Last time you were here you talked about diversity in adjunct hiring. Have there been any efforts in that?</p> <p>A: Tracey: There is a new way that temporary faculty job listings have been posted, so that they are not simply "shoulder tap."</p> <p>Q: Israel: How are the racial affiliations determined in the Data Dashboard? It seems too low</p>	

	<p>on multiracial faculty.</p> <p>A: Tracey: I had the same concern. When I started here we had zero reported! It wasn't until 2009 you could check more than one box. So only more recent hires could check those boxes. You can update ethnicity in the PASSHE portal; we may put out a suggestion that faculty go in and look at it. Ethnicity trumps race, so if you mark an ethnicity then race is omitted. Julie: Only 40% of US adults who could identify as multiracial actually do. https://www.pewresearch.org/social-trends/wp-content/uploads/sites/3/2015/06/ST_2015-06-11_multiracial-americans_00-08.png?w=207</p> <p>Q: Julie: The Dashboard is on the PASSHE site; how are we doing relative to other PASSHE institutions?</p> <p>A: Tracey: Our numbers are going up; we're in the top three.</p>	
Senate business	<ol style="list-style-type: none"> 1. Approval of minutes for September 17, 2021 meeting. 2. Meetings with President Fiorentino, Provost Bernotsky, and Deputy Provost Osgood <ol style="list-style-type: none"> a. Julie: The President's and Provost's meetings took place close together, and had similar content. b. Julie: Concerning COVID-19, all perspectives were that we were doing well. The students are very happy to be back, and they feel that compliance with protocols has been good. They were concerned about student groups not complying when there are no faculty present. 90% of faculty report being vaccinated, and 70% of students; these are the highest percentages around PASSHE, and get close to "herd immunity." There are no planned changes for spring, so they are planning to continue the mask mandate, though they are monitoring the situation. c. Julie: The Winter term is remote so that they can get into the classrooms and deep clean them and see what work needs done with them. They also wanted to give everyone a break; they perceive a "burnout" problem across all levels. The President says we have lost many staff members; there were 90 open positions at the time we met. They lost people relating to remote work. The enhanced sick leave program has been offered to other unions as well as APSCUF, so that had an impact. d. Julie: Concerning PASSHE, enrollments across the system are way down, more than anticipated, not attributed to demographic changes and COVID-19. 5000 FTE have been lost across the system. Bill: Our FTE is holding up; is this going to have an impact on us? Julie: The President and the Provost both said they have been working hard to explain to PASSHE leadership why WCU's lower appropriations are unfair, and they think they were understood. So they do not anticipate a big hit. Our reserves are also low enough that they couldn't take anything from that. They are optimistic that WCU will get a better share. We lost 450 FTE. But some of this was due to students taking advantage of banked credits over the summer; some are taking lighter loads right now. So the headcount is not significantly reduced. Bill: We've heard that spring enrollments are much better. Julie: The graduate programs are helping us right now, according to the President and Provost. They expect we may be at record enrollment again next year. But things are bad at other PASSHE institutions. Students are not applying to consolidating universities, and the consolidation won't work unless those enrollments increase. e. Julie: We asked about AC and ventilation; both the President and the Provost said they were unaware that there were buildings other than SECC and BPMC were having problems. Gary Bixby explained: the new building overtaxed the geothermal system, so they built a new cooling tower and things improved. Simon: Third floor smells bad in Anderson, and Wayne had that problem too. There was a mold problem in Wayne, so that may be what's going on in Anderson. f. Julie: The Moonshot for Equity is in the initial stages; more information will be coming on that. There will be some teams forming in the spring. We're committing to \$3 million for five years, though this is a ten-year program. We talked about how Asian students are left out of the conversation about equity gaps; they did listen to us. There was confusion at first; they said they are tracking this but those groups are doing fine. We pointed out that when that data isn't reported then it makes these groups invisible. So they committed to making an effort to include all of the data. Gary Childs: I had some people ask me about 	

	<p>the surveys and were hesitant because they collect personally identifying information. I found it is targeted to academic departments, and not the non-classroom units like counseling and library.</p> <ul style="list-style-type: none"> g. Julie: We asked about Counseling Center. They suggested we ask Zeb Davenport. h. Julie: We talked about campus improvement updates. They are talking about expanding main campus. Houses have been purchased along Rosedale, and the partnership with the borough will make more construction possible. They are thinking about bringing satellite programs back to the main campus. <p>3. Open Forum feedback</p> <ul style="list-style-type: none"> a. Rachel: We're barely meeting needs in the Counseling Center; we need more support. b. Simon: Did they address students suing over course content, and encouraging faculty to tone down what they teach? Julie: Did not come up. I hear that APSCUF is actively working on this issue. Meg Panichelli: There was a question about advocating for a vaccine mandate, and Jeff maybe mentioned they are doing things behind the scenes. Bessie: This has been brought up at APSCUF; Jeff says he supports academic freedom; the settlement was not over content but over something else. There's a difference between practicing something in the classroom and teaching something in the classroom, argued Jeff. There might have been a case where white students were told not to talk until students of color did. The practice of centering voices of color is important, but if it becomes class policy it is a discriminatory practice. If you wanted to make it part of a lesson for a few classes that would be a different thing. There will be some communication about guidance. c. Meg Panichelli: As someone who received some of the direct feedback, for social work we are teaching things about decentering oneself as an expert. I know something about one of the cases. That professor may have been talking about that concept and it was interpreted in a different way. We could talk about white privilege in the context of an author, but it would not be empirically correct to say that all white people benefit from white privilege. I do want to know more about APSCUF's stance on this without fear of the administration telling us what to do. Simon: This has already had a chilling effect. I'm going to make mistakes in my class, and it only takes one student to threaten a lawsuit and the administration will give in to them. I am very nervous about the classes I teach. Bessie: The administration needs to hear this. Some departments have content that will face these concerns more than others. We should bring this up in future meetings with the Provost and the President. <p>4. Campus climate concerns</p> <p>5. Next meeting</p> <ul style="list-style-type: none"> a. Julie: WCU Deans panel – please bring questions for them! 	
Liaison reports	<ul style="list-style-type: none"> 1. ADA – Senator Matt Pierlott – Meeting was earlier this month. Testing at Proctoring Center, students can no longer bring materials back and forth. You must either scan it or bring it over yourself, and has to be picked up by someone other than the student. They are looking into a lecture-recording app because note-takers are hard to find. This app is supposed to keep the recordings secure so that they can't be shared. And they will be able to get a PDF of the notes generated by the app automatically. South Campus buses are not wheelchair accessible and they are working on that. 2. Alumni Association – Adjunct Faculty Representative William Sawyer – Meeting is this coming Wednesday. 3. APSCUF Executive Committee representative – Senator Bessie Lawton – They got the results on the faculty survey on COVID-19 response. There wasn't a strong negative response, so they closed the book on that. They talked about SRISs for faculty doing mixed modality teaching; this will be done online. Many adjuncts do not have technology; they got a grant to buy computers that adjuncts can sign out based on their contract. They talked about a consistent policy for inclement weather days. They are developing a clear policy before winter starts. 4. Budget Review Committee – Senator Kurt Kolasinski – No report. 5. Campus Climate Intervention Team – Senators Kathleen Riley (fall) and Erin Hill (spring) - Kathleen: September's meeting was about responding to uninvited quests on campus. 	

There is an active group of faculty, staff, and students who are ready for a rapid response when these uninvited guests show up.

6. Council for Diversity, Inclusion and Academic Excellence – Senator Veronica Wilbur – Tracey covered a lot already.
7. Faculty Mentoring Committee – Senator Vipanchi Mishra – We met twice this semester. Two events: before fall break we did a mentor-mentee pair event. We're also offering associate-to-full mentoring opportunities. We also have a group working on adjunct faculty support. We are doing a cohort mentoring program, recruiting long-term adjuncts to help. There are three sessions this semester. The first had 16 participants, the second will be in November, and the last in December. Please let adjunct faculty in your departments know about this. Bill: Please make sure I get that information; I didn't receive it!
8. IS&T Faculty Advisory Committee – Senator Dan Forbes (fall) – ODLI is running some initiatives; you should have received some emails about that. IS&T continues to encourage folks whose university computers are eligible for upgrade replacement to be issued a laptop with docking station unless they have a good reason (such as specialized software that requires more processing power) to be issued a desktop computer. Senator Ann Hiloski-Fowler reported some adjuncts have had difficulty receiving upgrades, and the explanation is supply-chain issues. IS&T also seeks feedback on the new ServiceNow portal—let them know your experience so far. There have been more phishing attacks on students lately; there has been programming for October as Cybersecurity Awareness Month, and there will be additional cybersecurity training in the spring, so look out for that. Microsoft is phasing out Basic Authentication and shifting exclusively to Modern Authentication (for more details see https://wcupaprod.service-now.com/sp?id=kb_article_view&sysparm_article=KB0011170). This is basically about two-factor authentication. If you are using an older device or OS you may receive an email about this. On accessibility front, OSSD now employs remote captioners for students with hearing and other impairments; they are generally using Zoom, but audio isn't great in classrooms not equipped for hyflex. They are doing some work on developing best practices. ODLI is working with the Provost's office to revise the syllabus template to improve accessibility. IS&T wants faculty input on what is needed in terms of technology; I think this relates to work that will be done on spaces during Winter Session (which is remote). There seem to be funding and supply chain limitations, so they are working with the Deans to prioritize which remaining classrooms are upgraded for hyflex. Let me or Ann know technology needs and we'll report to the committee. Bill: Firefox doesn't keep the 60-day dual-factor authentication. Is Chrome now officially recommended? Dan: I haven't heard anything of that sort; I'll share this with the committee.
9. Learning Lab Working Group – Senators Megan Mraz and Meg Panichelli, Senate Proxy Selen Razon – Meg: We looked at the possibility of daycare, learning lab, there was not consensus on how to use it as learning lab. As a daycare center it would be difficult to pay for, and didn't serve the university mission as student-centered. So there was no model that worked. So we looked at the possibility and there wasn't consensus on a way to do it, and that's it.
10. LGBTQIA+ University Caucus – Senator Julie Tennille – The Caucus is examining health insurance for undergraduate and graduate students.
11. LMS Advisory Committee – Senator Dan Forbes – Most recent meeting postponed to early December; no report.
12. Military Veterans Coordinating Committee –
13. Multicultural Faculty Commission (MFC) – Senator Janet Chang – Tracey gave some of the updates, including the conversation hour. They are encouraging faculty to attend to get feedback. We're laying the groundwork for collective group mentoring for BIPOC faculty. We're planning a tenure and promotion workshop. We are looking into inviting a speaker to talk about BIPOC self-care.
14. President's Commission on the Status of Women – Senator Michelle Wade, Meg Panichelli, and Sarah Lightner – Sarah: No report.
15. Search Committee: Dean of the Graduate School – Senator Kurt Kolasinski – No report.
16. Search Committee: Associate Provost for Academic Affairs – Senator Sarah Lightner – No report.
17. Strategic Plan – Senator Heather Schugar – No report.
18. Student Group: Graduate Student Association –

	<p>19. Student Group: Student Government Association – Bill Mortimer</p> <p>20. Sustainability Advisory Council – Senator Kurt Kolasinski – There's still time to submit a research grant proposal. Brandywine Project faculty workshop is coming up in January; you can get a \$500 stipend for participating. Fall talks are on Wednesdays, and recordings have been archived. There are new minors in sustainability available.</p>	
Committee Reports	<p>Faculty Welfare/Ethics – (Chair)</p> <p>Student Welfare – (Chair)</p> <p>Membership and Elections – Senator Israel Sanz-Sánchez (Chair)</p> <p>Communications – Senator Erin Hill (Chair)</p> <p>Research – Senator Israel Sanz-Sánchez (Chair)</p>	
Committees	<p>Committee meeting:</p> <p>Faculty Welfare/Ethics – (Chair)</p> <p>Student Welfare – (Chair)</p> <p>Membership and Elections – (Chair)</p> <p>Communications – (Chair)</p> <p>Research – (Chair)</p>	
Senate Exec Committee	<p>President: Julie Wiest</p> <p>Vice President: Israel Sanz-Sánchez</p> <p>Recording Secretary: Dan Forbes</p> <p>Corresponding Secretary: Erin Hill</p> <p>At-Large Members: Kurt Kolasinski and Julie Tennille</p> <p>Immediate Past President: Bessie Lee Lawton</p>	
	5 pm adjournment	
NEXT MEETING		
Day and Time:	Friday, December 3, 2021, 3-5 pm (via Zoom)	
Topics/ Presenters:	WCU Deans panel	