

WCU FACULTY SENATE MEETING

Date: December 3, 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	
Brenner, James	x	Metz, Stacie	x
Chang, Janet	x	Mishra, Vipanchi	x
Cherry, Dan	x	Mraz, Megan	<i>Proxy Michelle Kaulback</i>
Gary Childs	x	Panagiotidou, Eirini	x
Cooke, Laquana	x	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 Megan Nolan</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		Tennille, Julie	x
Lawton, Bessie Lee	x	Wade, Michelle	x
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: Megan Nolan, Stefanie Amiruzzaman, Melissa Whidden, Selen Razon, Eric Owens, Linda Stevenson, Angela Guerrero, Cheryl Monturo, Greg Tully, Jackie Zalewski, Karen Watkins, Danielle Skaggs, Christopher Hanning, Evan Leach, Radha Pyati, Scott Heinerichs, Desha Williams, Jen Bacon, Dara Dirhan

AGENDA ITEMS		
Topic	Discussion	Action
Welcome to Senators, Proxies, and Guests (J. Wiest)		
Deans Panel: Dr. Jen Bacon, <i>College of Arts & Humanities</i> ; Dr. Christopher Hanning, <i>Wells School of Music</i> ; Dr. Scott Heinerichs, <i>College of Health Sciences</i> ; Dr. Evan Leach, <i>College of Business & Public Management</i> ; Dr. Radha Pyati, <i>College of Sciences & Mathematics</i> ; Dr. Desha Williams, <i>College of Education and Social Work</i>	<ol style="list-style-type: none"> 1. Welcome to the Deans 2. Julie: We asked the Deans to share information on AWA allocations. 3. Scott: Thanks for inviting us. We have the 30K-foot view of AWA allocation. It comes from many different pots. There's university-wide, college-function, and different funding source. AWA doesn't just come from the deans, but across the institution. The university-wide functions come from the Provost. That includes graduate programs, assessment, faculty associates. Different funding sources include contractual AWA, which includes department chairs, and large lecture management, externally funded, sick leave, and sabbatical. The college-function AWA is at the discretion of the deans. 4. Jen: I had 84 credits. 33 went to assistant chairs, 9 to graduate coordinators, there were some internal grants competitions (6) and some interdisciplinary programs (30). We held 2 in reserve. We put a call out in April, make decisions in May. 5. Desha: In CESW we looked at historical data and discussed departmental discretionary AWAs. The chair gets to use these AWAs at their discretion (assistant chair, program coordination, other initiatives) (48). Some we support with grants (9), DEI initiative (6), program coordinators (18), and accreditation (3). 6. Scott: In CHS we do things somewhat differently. About 55% of the 84 discretionary credits go to accreditation. We provide additional department support relating to their size with 15 credits. We also have 15 credits for lab and clinic or program oversight, including Speech and Hearing Clinic, the Center for Contemplative Studies, the Adapted PE minor, and the Nutrition Lab. That leaves 8 discretionary credits that we use for special projects, including diversity and community engagement. 7. Radha: In CSM our setup is like CHS. We use some for accreditation; some programs are accredited and some are not. This year we had 3 credits for Computer Science accreditation. We support assistant chairs at 39 credits, a Faculty Associate for Student Success (9), and department support (5). We do some lab support (5), and we do a call for research AWA (15), and we have a STEM inclusion work (9). 8. Evan: In CBPM it looks different each year. This year we have three accreditation reviews (9). We support journal editorships (6), supplemental advising in high-growth majors (12), a faculty associate for student success and another for business and technology support (12), support for centers (9), assistant chairs (6), new program development (3), and other program support including minor advising, accelerated graduate programs, pre-law advisors, and practicum coordinator (27). 9. Chris: In WSOM we have 30 discretionary AWA credits. We're going through accreditation, and that required curriculum restructuring. Music therapy (4), CMT lab (6), scholarship (5), curriculum (5), MUE curriculum (2), MUE field (2), and assistant dean for student success (6). Once we finish curriculum work we hope to have 3 credits reserved for research. 10. Jen: When I was new to all this, I found it perplexing. Any time we have a faculty member receiving AWA, we need to budget to teach classes they are not teaching. This is why there aren't more AWA; there are budget consequences. <p>Q: Israel: Scott mentioned the discretionary part of the pool. It looks like there are two levels, permanent AWAs for chair and assessment coordinators, and others that are more ad hoc.</p>	

	<p>How do you make sure that AWAs that are permanently given are still needed? Enrollment changes would affect this. Is there a process where you double-check to see whether the AWA work was actually performed?</p> <p>A: Scott: Yes, there are levels of "discretionary." In CHS a lot is fixed because of accreditation and labs. We look at deliverables; there is some fluidity depending on circumstances and strategic priorities. Radha: We too look at deliverables before we get started. Desha: We want to have the deliverables spelled out before we get too far into the semester. Evan: We don't look at these as permanent; there may be more work in the beginning of setting up a minor, and it is more automated later on. Jen: I rolled over more AWA this year than usual, partly because of the pandemic. We want a process with a reasonable amount of oversight without too many extra steps of process.</p> <p>Q: Bessie: There's a lot of information. I may not have noticed something, but I thought colleges received the same discretionary numbers. I heard 84, but Chris says WSOM gets 30. Why is it not based on faculty or student complement?</p> <p>A: Jen: WSOM is dramatically smaller than the other colleges. The deans discuss this every year; we decided having the same number would simplify things, emphasize the deans working as a team rather than competing over turf. We could change it, but now it seems to be working.</p> <p>Q: Bessie: There may be colleges that are significantly bigger. From the perspective of a faculty member it gives faculty less chance at release time if you are part of a larger college.</p> <p>A: Chris: In our case the ratio works well for our college. Whenever any of us have specialized situations, we have conversations with the Provost. If we need it, we'll find a way to find it.</p> <p>Scott: The deans' discretionary AWAs are not the only ones available; there are the other pots that can be a source of AWA for release time. Larger colleges have other ways to offset the differences. The deans' discretionary AWA are primarily about advancing the interests of the college. There could always be more for research. Evan: It's not always easy to identify what counts as bigger: faculty, students, student credit hours, number of programs. At least we are talking about it and have a spirit of collaboration. Scott: We could admit 300 nursing students, but we don't have that capacity for clinical placements.</p> <p>Q: Eirini: Since these AWAs are structural, is there advocacy for securing permanent funding?</p> <p>A: Jen: We are always advocating. But there can't always be more AWA because we don't control the price of tuition or the costs of the university. Where there is more AWA, something else has to go. At the end of the day that's dollars.</p> <p>Q: Simon: Do you have suggestions for talking with faculty who are frustrated who feel they need to do more work to get AWA for work they are already doing?</p> <p>A: Radha: I do appreciate that question. There are times where I've been approached for resources, and sometimes I hear a compelling argument that it is the greatest good for the greatest number. I work with chairs to hear these requests, when they're supporting something strategic and timely. Jen: We're always interested in knowing if we got the mix wrong. Do you want larger class sizes for more AWA? There are a lot of pressures; if you push on one part something else gives unless we get more state funding. Evan: That conversation is important. As long as people understand the constraints and we have transparency and dialogue, we can live with the results much easier. Chris: Our decisions are discussed with department chairs, with full transparency.</p>	
Senate business	<ol style="list-style-type: none"> 1. Approval of minutes for October 29, 2021 meeting. 2. Updates on meetings with President Fiorentino and Provost Bernotsky and Deputy Provost Osgood <ol style="list-style-type: none"> a. Julie: The discussions were similar by topic. We asked about their assessment of current state of COVID-19 on campus, and their preparations for spring. All said that the plan is that everything will stay the same for the spring, though that was before the new Omicron variant. They said that masks will still be required (we received an email update about that recently). President Fiorentino said it would take something from the CDC that suggests great improvement for any of these plans to change. The governor had talked about lifting mask mandates in K-12; the president thought it unlikely that the governor would order any changes for PASSHE, as the universities have been allowed to make their own decisions. b. Julie: The president wasn't aware of concerns about student attendance and performance. He pointed out that faculty wanted to discontinue the alternative 	

grading policy. The Provost and Deputy Provost noted lower attendance in the class that they are team teaching. They asked us for feedback.

- c. Julie: We discussed reports of student misbehavior in the borough. All said they found it unacceptable. The president asks the borough to report it to the university and those students will be expelled. If you hear a report, it can be sent directly to Zeb Davenport. But they cannot do anything if the borough does not do anything first.
- d. Julie: PASSHE enrollments are down, and the integrations are moving forward. The administration is working with sister institutions on these issues, trying to help them and insulate WCU from consequences.
- e. Julie: We asked about next steps for the Learning Lab task force report. They do plan to follow up, and we will monitor this.
- f. Julie: We discussed academic freedom concerns. A lot revolved around parsing difference between academic freedom and First Amendment issues. We agreed that there is a lot of misunderstanding about what academic freedom is. We plan to follow up with them for more clarification. Chris Stangl presented on this recently, and explained that academic freedom is more a matter of institutional norms, so we want more clarity on just what the institutional norms are. The president mentioned settling lawsuits frequently because it would be more costly to go to court. He was not aware of any situation where a faculty member was denied tenure or promotion because of these issues. We discussed the groups who come to campus, and how we might protect more vulnerable members of our community. The president mentioned campus groups who work on these matters and educating students. He also suggested that this is a real life lesson, that students should learn how to encounter things and use them to become more resilient. Simon: The president has said he is concerned with setting precedent; he's worried about getting sued in a way that would set precedents that would limit speech on campus from marginalized groups.
- g. Julie: We asked the Provost and Deputy Provost about the Moon Shot for Equity. We mentioned hesitance about providing your name in the survey; they assured us that this was just to avoid duplicates, and these were not provided in the survey findings. We shared how non-classroom faculty were not well represented in the survey; they said that all members of the community will be integral to implementation of the initiative. The surveys were intended for upper administration use.
- h. Meg: Will there be more guidance about teaching related to white privilege? Julie: We will follow up about that.
- i. Julie: The R2 designation is to be announced and publicized in January. There are no solid plans, so we will follow up. We asked if there was grumbling in other PASSHE institutions, and they said there is—but it was not something we applied for!
- j. Julie: I discreetly asked about the cost of the rebranding. The president alluded to a \$1 million cost. He argued that this is essentially 100 students, the rebranding is being well-received, that applications are 1000 ahead of where they were last year, and so the rebranding will pay for itself. They are expecting more growth.
- k. Julie: We'll be meeting with them again next week; if you have questions you'd like us to ask, let me know!

3. Discussion: Student attendance and performance this semester

- a. Administration would like some feedback.
- b. Simon: My pessimism says we're giving too much grace. I'm teaching mostly first years. Kurt: I teach mostly upper-division courses; I'm not seeing a significant change. Megan: Me too. Simon: Fraternity and sororities will be doing rush in the spring, and they've been on lockdown for two years. This will be an issue. Matt Pierlott: Attendance and grace can come together. I was flexible this fall, and people took advantage, and I think it affected their performance. I will be shifting attitude in the spring. Bill: I teach mostly first-year physics courses; attendance has been typical and grades have been a little better. In labs it is bimodal: very motivated students do very well, but about 50% of the class is below average. Bessie: One of the issues is the attendance policy of the university with regard to

	<p>mental health—we don't really have a policy. There were clear policies about 10 years ago, but we have no thresholds right now. Faculty have been left to deal with this without any clear policy. We may consider pushing for this so that faculty have some guidelines. Simon: In order for me to vet excuses I have to ask inappropriate questions; I don't want administration to require us to ask those questions. I'm dealing with students who are regretting having missed so many classes.</p> <ol style="list-style-type: none"> 4. Additional announcements <ol style="list-style-type: none"> a. Link to announcements compiled in advance: Faculty Senate announcements 12/3 - Google Docs b. Call for University Hearing Board members c. Student leader needed: SGA Faculty Relations Senator d. Please send ideas for Senate guests and spring meeting format preferences to jwiest@wcupa.edu 	
Liaison reports	<ol style="list-style-type: none"> 1. LGBTQIA+ University Caucus – Senator Julie Tennille: We have new leadership, Stephen Feldman and Liam Lair. There's a new vibrancy and more membership. I met with the leaders yesterday. There are now four working subcommittees taking on initiatives and partnerships. One is ODEI partnership working on student pronouns in myWCU and advising lists. There is a Health Center relationship relating to questions around insurance and inclusive language on forms and in greeting students. There will be some student surveys in the spring. There is a vendor committee working on a nondiscrimination statement. And there is a committee working on faculty and staff training to complement the existing training. Stephen and Liam would be happy to visit Senate. 2. ADA – Senator Matt Pierlott: Next meeting is this coming Monday. 3. Alumni Association – Adjunct Faculty Representative William Sawyer: The alumni activities are concentrated on building funding sources after losing some sources. They've started a branding program with Adagio. They lost a branding partnership with Nationwide Insurance. So they have an income shortfall for the next two years. They are discussing how to use their funds to compensate for the shortfall. There was confusion among the board on the guidelines relating to the Alumni Association and the WCU Foundation. They are working on the anniversary in the spring and the alumni weekend. They could use some help in building enthusiasm among alumni; they have contact information for very few of the many alumni. They want to mentor three biology students; I can provide more information. 4. APSCUF Executive Committee representative – Senator Bessie Lawton: There are a few initiatives. One relates to SRIS impact on faculty of color, and administration of SRIS for non-classroom faculty. Another is focused on clarity on academic freedom issues and training. Third is clarity on inclement weather policy. And the last is the midterm grading and the burden on faculty teaching large lecture courses. 5. Budget Review Committee – Senator Kurt Kolasinski: We got an email that the committee is considering meeting. 6. Campus Climate Intervention Team – Senators Kathleen Riley (fall) and Erin Hill (spring): No report. 7. Council for Diversity, Inclusion and Academic Excellence – Senator Veronica Wilbur: No report; meeting in the spring. 8. Diversity and Inclusion Strategic Planning Committee – Senator Heather Schugar: We're discussing goals for meeting year three. 9. Faculty Mentoring Committee – Senator Vipanchi Mishra: We've had one adjunct support group meeting, six attended. Next meeting is to discuss spring events and what we can do to support adjunct faculty. 10. IS&T Faculty Advisory Committee – Senator Dan Forbes (fall): Big news is change from MediaSite and Kaltura to Panopto. The main aim is standardization; there's a lot of different ways that faculty are streaming content. There's integration with Zoom (cloud recordings will automatically move over to Panopto, so that's cost savings). There's a lecture capture appliance that will eventually replace Mediasite rooms. Panopto becomes available in December, and Kaltura will continue to be available until March 2022, at which point you won't be able to upload to it anymore (it will be completely deactivated June 29, 2022, and that is a hard deadline). In April 2022 migrated Kaltura content will be available in Panopto. This allows for some early adoption; they are hoping that Winter term some 	

faculty will champion it. Panopto will be integrated into D2L. There will be a Panopto Capture browser app, as well as a discrete application (Windows, Mac, and mobile versions). The major pain is that faculty will need to relink any Kaltura content to Panopto—wherever it is, which could include quizzes. Faculty will get emails indicating what content is eligible to be migrated, along with instructions about anything they will need to do. Paul Gargiulo notes that they will be doing a hard-drive backup of all the content just in case, but you should make sure you viewed any content you want migrated, because they will only automatically migrate what has been viewed in the last two years. We are reminded to check out the “Insights Portal,” available on the main D2L landing page; it is data-collection about student performance beyond just your own courses (which you get from “Progress Report,” and can help you to get a better sense of which students are at-risk in their classwork. I shared feedback on ServiceNow; IS&T reports that Mike Thomas is the new customer experience manager; since he came in they have changed the process to make sure that things are responded to quickly and assigned, and checking to make sure things don’t fall through the cracks. They encourage continuing giving feedback on your experience of the process (and Mike Thomas is the one who is monitoring this and addressing workflow issues).

11. Learning Lab Working Group – Senators Megan Mraz and Meg Panichelli, Senate Proxy Selen Razon: No report.
12. LMS Advisory Committee – Senator Dan Forbes: Some changes in D2L: The new Assignment Creation Experience will soon no longer allow you to opt out. The new Discussions Evaluation Experience will be on by default in January. The aim has been to make all the evaluation experiences look similar. You can now share pronouns in D2L (it’s under “Account Settings”). You can drag and drop images into some of the spaces, and they are in the process of adding more. Ctrl+Shift+E will open up the Advanced Code Editor. Intelligent Agents will be able to be exported and imported.
13. Military Veterans Coordinating Committee – Senator Stacie Metz: No report.
14. Multicultural Faculty Commission (MFC) – Senator Janet Chang: MFC developed and administered a survey. Some events for spring are planned. We are working with the Women’s Commission and The Society at WCU to host a Staff and Faculty of Color event. Also, MFC will host a conversation hour for BIPOC faculty.
15. President’s Commission on the Status of Women – Senators Michelle Wade, Meg Panichelli, Sarah Lightner – Michelle: We meet twice every semester. We made our report to the president, and we do not have any response yet from cabinet. In October you may have seen purple ribbons around, this was to raise awareness for domestic violence. We have organized into project teams. There is a care and COVID-19 group, a women of color recruitment and retention group, and a facilities group working on changing stations and gender-neutral restrooms. Meg: Facilities committee is still working on signage and gender-neutral restrooms.
16. Search Committee: Dean of the Graduate School – Senator Kurt Kolasinski: Tuesday applications were released to us, and interviews will start on Monday. So the process has been accelerated. The candidates look good. Israel: How many applicants? Kurt: We are looking at five.
17. Search Committee: Associate Provost for Academic Affairs – Senator Sarah Lightner: We’re working on the same timeline. Next week finalists are being interviewed. Julie: How many applicants? Sarah: Four applicants.
18. Strategic Plan – Senator Heather Schugar: See Diversity and Inclusion Strategic Planning Committee report above.
19. Student Group: Graduate Student Association –
20. Student Group: Student Government Association – Julie: SGA is looking for a faculty relations senator.
21. Sustainability Advisory Council – Senator Kurt Kolasinski: “Thirsty for Justice: How Local Environmental Groups Can Support our Leaders” next Tuesday, December 7th: WCU plays host to local and state elected officials for an evening panel discussion focused on how citizens and community organizations can best support their leaders as together they work to create a more sustainable future. Join us at 7pm in the WCU Business and Public Management Building, Room 101 and show your support for these important issues, as well as for the individuals fighting to make the changes so adamantly advocated for. Panelists include PA State Senator Carolyn Comitta, PA

	State Representative Dianne Herrin, Chester County Commissioner Joshua Maxwell, and Delaware Riverkeeper Maya van Rossum. If you are looking to start up a course with a sustainability theme, you can get a stipend of up to \$500 for participating in the Brandywine Project Faculty Workshop, January 11th - 12th, 2022. More info at: https://www.wcupa.edu/Sustainability/brandywineProject.aspx Julie: I can add this information to the Google doc announcements.	
Committee Reports	Faculty Welfare/Ethics – (Chair) Student Welfare – (Chair) Membership and Elections – Senator Israel Sanz-Sánchez (Chair) Communications – Senator Erin Hill (Chair) Research – Senator Israel Sanz-Sánchez (Chair)	
Committees	Committee meeting: Faculty Welfare/Ethics – (Chair) Student Welfare – (Chair) Membership and Elections – (Chair) Communications – (Chair) Research – (Chair)	
Senate Exec Committee	President: Julie Wiest Vice President: Israel Sanz-Sánchez Recording Secretary: Dan Forbes Corresponding Secretary: Erin Hill At-Large Members: Kurt Kolasinski and Julie Tennille Immediate Past President: Bessie Lee Lawton	
	5 pm adjournment	
NEXT MEETING		
Day and Time:	Friday, February 11, 2022, 3-5 pm	
Topics/ Presenters:	TBD	