

WCU FACULTY SENATE MEETING

Date: February 12, 2021

Time: 3:00 p.m. – 5:00 p.m.

Location: Zoom meeting

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	Major, Marci	x
Bolton, David	x	Mandel, Deborah	x
Brenner, James	x	Mishra, Vipanchi	x
Chang, Janet	x	Mraz, Megan	x
Cherry, Dan	x	Panichelli, Meg	x
Gary Childs	x	Pierlott, Matthew	x
Cooke, Laquana	x	Raskauskas, Jenn	x
Daltry, Rachel	x	Riley, Kathleen	x
Forbes, Daniel	x	Saboe, Matt	x
Guerriero, Tara	x	Sanz-Sanchez, Israel	x
Hill, Erin	x	Schugar, Heather	x
Houser, Mary	x	Scythes, James	
Junius, Premalatha	x	Smidt, Esther	x
Karahan, Selcuk	x	Studien-Webb, Gretchen	x
Kolasinski, Kurt	x	Tennille, Julie	x
Konigsberg, Lisa	x	Wade, Michelle	x
Lawton, Bessie Lee	x	Wiest, Julie	x
Lightner, Sarah	x	Wilbur, Veronica	x

Adjunct Faculty Rep: Ann Hiloski-Fowler	x	Student Govt. Assoc. Rep: Michaela Karlesses	
Adjunct Faculty Rep: William Sawyer	x	Graduate Student Assoc. Rep: Montana Leaks	
APSCUF Rep: Julie Wiest	x	ROTC rep: TBA	

Guests in Attendance: Karen Schwarz, Lia O'Brien, Dara Dirhan, Selen Razon, Azamat Sakiev, John Hess, Karen Dickinson, Beatrice Adera, Danielle Skaggs, Jackie Hodes, Bridget Asempapa, Greg Tully, James McLaughlin, Kristin English

AGENDA ITEMS

Topic	Discussion	Action
<p>Welcome to Senators, Proxies, and Guests (B. Lawton)</p>		
<p>Deborah Mandel, <i>Chair, Tenure and Promotion Committee</i>; Danielle Skaggs, <i>Chair, Promotion and Tenure Workshop Committee</i></p>	<ol style="list-style-type: none"> 1. Danielle Skaggs, Promotion & Tenure Workshop Committee: We were late getting some things out this semester. Big differences this year: Year 1 evaluation is formative, not written up. The form for this came out last week; it is optional, but if you want to conduct a formal evaluation it can be requested. This would be good for faculty who are considering early tenure. Observations still need to be done and written up, as well as SRIS collected. Year 5 will not have a separate evaluation, but instead a written recommendation for tenure/promotion. There is a summary of changes on the Provost's website, which includes what is due and when. Deans now weigh in on tenure, not just promotion. Committee and chair recommendations are independent and done at the same time. You can now go for promotion before you have tenure, but tenure is evaluated by rank. The Provost sent out COVID-19 statements you can include with your application and the SRIS. There is also a statement for scholarship and how it may have been impacted by COVID-19. 2. Deborah Mandel, Tenure & Promotion Committee: The Committee does not grant tenure or promotion, but just recommend. We review tenure applications over winter break; there have been greater numbers in recent years. We use the criteria established for academic rank. Each application is evaluated individually by the committee. There is deliberation, discussion, and a vote. Then the committee notifies applicant and makes recommendation to the President. Candidates are scored according to scholarship, teaching, and service. Then we have interviews; this year we will try to get them done before spring break. Each applicant gets seven to eight minutes to update, and we have seven minutes to ask questions. We meet again as a group and reassess scores, usually scores go up for the applicant. Any unsuccessful applicant can meet with me to discuss their application and get some coaching on what they can do to improve their application. We've had applicants get accepted for presentations and be unable to present due to the pandemic, so these are things we consider. <p>Q: Israel: You mentioned that members of TEP go by criteria in CBA; what role do the recommendations from chair, dean, etc. play? What role does department teacher/scholar models play?</p> <p>A: Deborah: We go by all of these. The packet as a whole is evaluated, and there is a lot of deliberation.</p> <p>Q: Israel: There's a conversation about perceptions that expectations for promotion have increased since ten or fifteen years ago. Our dean said that she did not think she would get promotion nowadays with what she did.</p> <p>A: Deborah: Most statements of expectation have been revised by departments. This has helped some, and caused problems sometimes if they have been prescriptive. We advise that they be general, not too prescriptive (some number of publications by a certain year, for example). Some departments have accreditation standards. I've not been directed by anyone to do anything different.</p> <p>Q: Rachel: What is included in the Year 1 review?</p> <p>A: Danielle: It is just from the observations, just like a regular evaluation year. Everything is included in the promotion packet.</p> <p>Q: Does TEP make recommendation independently of other recommendations?</p> <p>A: Deborah: We look at those recommendations, see if they are supportive or not. Then we do our own recommendation. It has to influence us, of course.</p> <p>Q: Sara: What is required to go up for tenure early? And what is the impetus for early promotion?</p> <p>A: Danielle: I don't know what the impetus was. Deborah: Other universities do this for faculty coming in from higher rank elsewhere. Adjuncts sometimes want to go up early because they</p>	

have enough scholarship and service. I was retrenched at Kutztown, and so I went up early. Danielle: There's more information on the Provost's website. The department or the faculty member can initiate it. Then the Provost either approves or not.

Q: Selen: Are there differences for faculty who are teaching wholly online? Should statement of expectations reduce emphasis on teaching?

A: Deborah: We do not differentiate between the two. We look at observations and SRISs.

Q: What about impacts on childcare situation? Kathleen: These demands are extraordinary, and are probably the biggest impact on people's work.

A: Deborah: We've not seen a lot of that, unless someone had to take a leave of absence and extended the clock. If it is put in as an explanation for why they have not reached scholarly goals, we'll read it.

Q: Gary: How much does taking courses count for scholarship?

A: Deborah: That needs to be in the statement of expectations to count as scholarship.

Q: Julie: Women do more childcare and service work. Is this taken into account?

A: Deborah: We've not seen a lot of this mentioned in the applications. We look at where folks are in their careers, leadership on committees.

Q: Heather: Couldn't people not put it in their application because of fear of retaliation? Our culture isn't making it safe to share that.

A: Deborah: I agree. There's been empathy on the committee when we hear about these issues. The chair and committee can also talk about these things, and be supportive.

Q: Erin: Some of these issues go beyond TEP. People who go up early may not have these sorts of caregiving duties. I wonder if this could be explored more broadly. Delaying the tenure clock can delay boost in security and income.

Q: Janet: There is a potential for idiosyncratic evaluations; this will affect successive years and not just this year. If these considerations aren't formalized, then compassion might be extended differently.

A: Deborah: There's also the opportunity to engage with this in the interview. This has often helped applicant's scores. We have gone to bat for faculty and been successful.

Q: Karen: Has the rejection rate changed over time?

A: Deborah: In the last few years maybe three or four people have been denied tenure. It wasn't enough to see a pattern. There's been no direction to limit the number of people accepted.

Q: Bessie: Have you seen the success rate change over time?

A: Deborah: It has been steady.

Q: Does TEP look into the effects of bias toward faculty of color in evaluations?

A: Deborah: Yes, it is written into the explanations. Danielle: It is noted in the tenure and promotion policy too. Deborah: It should be written into their narrative. One of our questions is how SRIS has informed your teaching. One or two low SRISs won't sink your application. We look at patterns. Have you addressed the information, how have you improved?

Q: Bessie: Should faculty be advocating to our deans or departments if there are certain colleges where there have been increases in expectations?

A: Deborah: It depends on the college—is accreditation or licensure an issue? Some colleges get more AWA for research. We can't have a standard across the board because each college may have different criteria.

Q: Selen: Considering these differences, is it a good idea to check in with your dean about whether or not you are keeping up with what is expected?

A: Deborah: Look at your statement of expectations, to see if it is prescriptive or more generalized. Then meet with department committee chairs and talk with them—would they recommend you for moving to the next level, and will they support you? Danielle: This conversation can be had as a department as well, and shared with TEP, in addition to the statement of expectations.

Q: Matt: Could you explain your evaluation procedure for service? Opportunities are sparse.

A: Deborah: We are looking at these, recognizing there are limits to what we can do when we are not on campus. We look for willingness to participate. We recognize there are sparse opportunities. We look for a balance.

Q: Premalatha: How do you plan to inform chairs and deans about these changes?

	<p>A: Deborah: We were working on developing a program to update them on that.</p> <p>3. Deborah: Make sure that you have all the paperwork; we spent a lot of time contacting applicants about missing materials. Contact me or Danielle if you have other questions.</p>	
<p>Kristin English, <i>Digital Learning Fellow</i></p>	<p>1. Bessie: We talked with Jeff Osgood about the change in teaching modality. Grades have dropped from Spring to Fall. Jeff noted that there was unfamiliarity with this sort of teaching, mental health issues. The administration judged that it would be good to have one point of contact for addressing this.</p> <p>2. Kristin: I have over 15 years of experience at higher ed. My discipline is communication. You have great resources in TLAC, IS&T, and ODLI. My goal is to complement and enhances these resources, provide “just in time” resources. My goal is to learn about your needs so I can provide resources and training. I want to create a centralized hub to find trainings, including technology and pedagogy. What types of programming I do depends on what I learn about needs.</p> <p>Q: Bessie: When do we contact you versus TLAC or ODLI? How is your role different?</p> <p>A: Kristin: If you know that your question would be best answered by one of those sources, you can go to them. If you aren’t sure, then I can field them to find out what would serve you best. My goal is to be a resource. Everyone is really taxed right now, and I am working to alleviate that. My goal is to be as many places as possible to provide resources as needed.</p> <p>Q: What are your immediate priorities?</p> <p>A: Kristin: One might be better communication and linking people to trainings, improving how they are promoted. Also, student engagement, including discussion in class and material, but also students who may drop off later in the semester, helping them to find support they need. WCU has gone from triaging to how to improve, and transition into Fall 2021.</p> <p>Q: Selen: What are you doing specifically? Helping instructors to set up their course in a more engaging way?</p> <p>A: Kristin: Depends on where the issue is happening. So it can be students in the courses with respect to the material. There has been discussion of the high-flex model, giving students flexibility in grading and format. Other things can be simple, like keeping Zoom open before and after class, so they can engage with you and also with each other. Allowing students to do low-stakes group work, so that they don’t feel like they are on their own doing classwork.</p>	
<p>Continued discussion on tenure and promotion</p>	<p>1. Janet: Some of us are interested in formalizing this, so we can avoid situations where people are using unstated standards in evaluation. Bessie: Are you thinking at the department, or Provost level?</p> <p>2. Megan: I was part of that group of people who did not have a major amount of documents. It’s bright red in the system if you didn’t fill your spots in the online system. Could Senate have a follow-up conversation about whether there was a technology issue? Bessie: Erin could bring this up with IS&T. Deborah: This has been an issue—as I said, I had to chase people with incomplete applications. Sometimes folks uploaded things three times and nothing appeared. The system lets me know when things are missing. Erin: I’ll pass this on to JT. Tara: I did not get emails when things had been uploaded; it was sporadic.</p> <p>3. Jackie Hodes: It would be great if Faculty Senate could help with this issue, to advocate for clarity. The chart on the Provost’s website is complex and confusing. The anxiety is very high, and not getting the receipt adds to the stress. Israel: There is a guide to OnBase on the Provost’s website that is out of date. It also says that you need an index for everything, which made sense for physical binders, but not for OnBase. Perhaps this could be updated. Bessie: I can bring this up at the next meeting with the Provost.</p> <p>4. Kathleen: The specificity of the current political climate hasn’t been part of the discussion. Heather: We will see long-term effects over next two to seven years for faculty who are caregivers; we need to think proactively for helping our colleagues. I’m home-schooling three kids right now. People don’t feel safe saying this.</p> <p>5. Jackie: Could Senate write a statement of the impact of COVID-19 on faculty productivity? The impact of these three semesters will affect people long-term. Perhaps it could be included in application materials. Bessie: I’ll reach out to Mark Rimple.</p> <p>6. Erin: Do we have a liaison to the APSCUF committee that is discussing bias against faculty of color and other marginalized identities? Meg Panichelli: I’m on that committee; this is exactly what we’ve been talking about. We’ve been hoping for more transparency in decision-making processes.</p>	

Senate
business

1. Updates on meeting with President Fiorentino, EVP/Provost Laurie Bernotsky, VP for Academic Operations and Deputy Provost Jeff Osgood
 - a. Bessie: We asked what is happening with PASSHE. The system continues to focus on service integrations. They are prioritizing western institutions for doing undergraduate online programs. They are starting to talk about graduate programs, which we have. The administration is keeping an eye on this. Six institutions are integrating, and many of the presidents are leaving the system for various reasons.
 - b. Bessie: One issue we are facing in service integration is purchasing. The chancellor can require institutions to share processes, but trustees can say no.
 - c. Bessie: Pandemic has taken out our reserves. COVID-19 relief funds—we are expecting 18 million dollars. Some will be allotted to students and to lease relief. But if other schools cannot make payroll, then reserves may be confiscated. Things sound bleak, but there is a plan to replenish reserves. We did not lose a significant numbers of students.
 - d. Bessie: They were considering offloading some resources; they were talking about selling the Graduate Center. They do not intend to eliminate AWAs, and only take them away if the reason for them is gone. We are looking at reducing student numbers over the next several years. Currently we are accepting students from deeper in the applicant pool, and there is an expected demographic decline in the next few years. We will need to adjust the faculty complement.
 - e. Bessie: The relationship with the borough continues to be strained. Many students are not wearing masks or following social distance rules. Gary: How does the borough differentiate WCU students from the town populace? There could be mistaken identity. Julie: They do a lot of assuming. Chris Fiorentino has made that point.
 - f. Bessie: We asked about HR. Some departments have been experiencing problems with hiring. PASSHE also wants to centralized HR, so they could not hire in HR now. They are looking at bringing in temps. A lot of finance people are resigning. Jeff suggested an advisory group for HR that includes faculty.
 - g. Bessie: Commencement will proceed in smaller, social distanced events. There are a lot of questions, details have not been finalized.
 - h. Bessie: Students were offered an opportunity to stay on campus. Initially 1000 accepted, but only 300 took the offer.
 - i. Bessie: The antiracism statement that should not be put in your syllabuses—they want to revisit this with shared governance groups and produce a draft that would pass legal muster.
 - j. Bessie: We asked if faculty were vaccinated but not students, would face-to-face instruction resume in the fall? We may need to continue with the high-flex model. They may need to study the K-12 models to see how they have gone. We have not had to go through CAPC approval to teach remotely, but for the fall this might change. Fall break and Thanksgiving plans are still under discussion. Currently we have contracted an external vendor for PCR testing students, but we will be shifting to Shippensburg.
 - k. Matt: Any information on retrenchment that is affecting searches? Julie: The last deadline for retrenchment is March 1, for first-year faculty. Overall the numbers have been smaller than originally anticipated so far.
2. Ombuds Joan Woolfrey: grading policy
 - a. Bessie: Several faculty have come to Joan about students complaining about grades, or who have fallen off. There are new OSSD requirements that faculty are not clear on. There will be an open forum on Monday, Feb. 15 at 4:00pm. They do require an RSVP.
3. Human Resources: foreign nationals
 - a. Bessie: We met with HR about foreign national hiring. Our department had major issues for the last two years affecting our ability to hire faculty of color. HR contracts with an outside law firm for international hires. There is a question on the system that allows one to ask about international status.

	<p>4. Learning Lab</p> <p>a. Bessie: There was a first meeting about creating a learning lab that is a learning experience for students and provides child care for the university community.</p>	
Liaison reports	<ol style="list-style-type: none"> 1. Presidential Cabinet liaison – Senator Jim Brenner 2. R2 Carnegie Classification Working Group – Senator Israel Sanz-Sánchez - Israel: The R2 reclassification taskforce is getting ready to wrap up its work on the impact document that we were charged with producing by the Deputy Provost. I'll report on that in more detail at our next Senate meeting. 3. LGBTQIA+ Caucus – Senator Julie Tennille – Meg Panichelli: On Feb 18, 12:00-1:30pm will be an event. More information available on the website. 4. Campus Climate Intervention Team – Senators Erin Hill and Kathleen Riley 5. Faculty Mentoring Committee – 6. Sustainability Advisory Council – Senator Kurt Kolasinski – Kurt: On Wednesdays at noon there is a regular sustainability seminar. There was one on instruction in the pandemic; you may find viewing the recording helpful. Feb. 18 there will be a colloquium on Spirituality and Sustainability. See https://digitalcommons.wcupa.edu/srcs_sp/36/ and https://www.wcupa.edu/Sustainability/documents/SpirandSustFlyer.pdf. 7. ADA – Senator Matt Pierlott – Matt: Amber Grove shared some links from Quality Matters about Digital Accessibility that folks may be interested in: For background on the white paper series along with links to individual papers: QM Digital Accessibility White Paper Series. See https://www.qualitymatters.org/sites/default/files/research-docs-pdfs/QM-Digital-Accessibility-Policy-Process-WP.pdf and https://www.qualitymatters.org/sites/default/files/research-docs-pdfs/QM-Digital-Accessibility-Best-Practices-Tools-WP.pdf. 8. University Forum – 9. APSCUF – Senator Julie Wiest – Julie: We should be aware that retrenched faculty have preferential hiring for the next three years. We are expecting more retrenchments next year. Enhanced sick leave payout deadline is March 15. Since we are all remote, we are not getting snow days. The jury is out about whether there will be snow days in the future; this will come up at meet and discuss soon. Bessie: They are considering a policy of having not more than two instructional days missed. Julie: The contract specifies that instructors cannot be forced to teach online, but remote instruction is different. 10. Multicultural Faculty Commission (MFC) – Senator Israel Sanz-Sánchez 11. Council for Diversity, Inclusion and Academic Excellence – 12. Budget Review Committee – Senator Kurt Kolasinski 13. President's Commission on the Status of Women – Senator Kathleen Riley 14. Student Government Association – Michaela Karlesses 15. Graduate Student Association – Montana Leaks 16. LMS Advisory Committee – Senator Dan Forbes 17. Strategic Plan – Senator Heather Schugar 18. Middle States Self-Study – Senator Heather Schugar 19. United to End Racism – 20. Alumni Association – Adjunct Faculty Representative William Sawyer 21. Military Veterans Coordinating Committee – Senator Jim Scythes 22. Technology Committee – Senator Erin Hill – There is discussion about Google sites for portfolio hosting. There are four test proctoring services, including Microsoft Teams; if you want to use that get in touch with IS&T. 	
Committee Reports	<p>Faculty Welfare/Ethics – Senator Deborah Mandel (Chair)</p> <p>Student Welfare – Senator Julie Wiest (Chair)</p> <p>Membership and Elections – Senator Julie Wiest (Chair)</p> <p>Communications – Senator Kurt Kolasinski (Chair)</p> <p>Research – Senator Israel Sanz-Sánchez (Chair)</p>	

Committees	Committee meeting: Faculty Welfare/Ethics – Senator Deborah Mandel (Chair) Student Welfare – Senator Julie Wiest (Chair) Membership and Elections – Senator Julie Wiest (Chair) Communications – Senator Kurt Kolasinski (Chair) Research – Senator Israel Sanz-Sánchez (Chair)	
Senate Exec Committee	President: Bessie Lee Lawton Vice President: Julie Wiest Recording Secretary: Dan Forbes Corresponding Secretary: Erin Hill At-Large Members: Kurt Kolasinski and Israel Sanz-Sanchez Immediate Past President: Heather Schugar	
	5 pm adjournment	

NEXT MEETING

Day and Time:	March 2, 2021 (Tuesday): Open Forum with President, 3-4 pm; March 26, 2021 (Friday): Senate meeting, 3-5 pm
Topics/ Presenters:	To be determined