

WCU FACULTY SENATE MEETING

Date: April 24, 2020

Time: 3:00 p.m. – 5:00 p.m.

Location: Zoom Webinar

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	<i>absent</i>
Bolton, David	x	Major, Marci	x
Brenner, James	x	Mandel, Deborah	x
Burns, Michael	x	Mraz, Megan	x
Chang, Janet	x	Olejarski, Amanda	<i>absent</i>
Cherry, Dan	x	Panichelli, Meg	x
Cooke, Laquana	x	Pierlott, Matthew	x
Daltry, Rachel	x	Raskauskas, Jenn	x
Forbes, Daniel	x	Riley, Kathleen	x
Guerriero, Tara	x	Sanz-Sanchez, Israel	x
Haggard, Cynthia	x	Schugar, Heather	x
Harrison, Barbara	x	Scythes, James	x
Hill, Erin	x	Sestrick, Timothy	<i>absent</i>
Houser, Mary	x	Smidt, Esther	x
Junius, Premalatha	x	Tennille, Julie	x
Kolasinski, Kurt	x	Wade, Michelle	x
Konigsberg, Lisa	<i>absent</i>	Wilbur, Veronica	x
Lawton, Bessie Lee	x	Wiest, Julie	x
Adjunct Faculty Rep: Ann Hiloski-Fowler	x	Student Govt. Assoc. Rep: Michaela Karlesses	x
Adjunct Faculty Rep: William Sawyer	x	Graduate Student Assoc. Rep: Montana Leaks	<i>absent</i>
APSCUF Rep: Julie Wiest	x	ROTC rep: TBA	

Guests in Attendance: Michelle Kaulback, Marc Gagne, Duane Milne (proxy), Dara Dirhan, Gary Childs, Matt Saboe, Sarah Lightner, Melissa Whidden, Orkidheh Mohajeri, Jackie Hodes, Ronke Oke, Gwenelle O'Neal, Vicki McGinley, Gretchen Studlien-Webb, Vipanchi Mishra, Tracey Ray Robinson, Liz Staruch, Martin Dallago, Patrick Richard, Jeff McLaughlin

AGENDA ITEMS		
Topic	Discussion	Action
Welcome to Senators, Proxies, and Guests (B. Lawton)	<ol style="list-style-type: none"> Welcome to everyone! 	
Dr. Tracey Robinson, <i>Chief Diversity and Inclusion Officer</i>	<ol style="list-style-type: none"> Tracey: Please put questions in chat. What does it mean to recruit diverse faculty and staff at WCU, especially faculty, since those are national searches? We have strengths for this kind of recruitment: great location, public, good size, strong reputation (including the FDI and Frederick Douglass statue), strong record of tenure and promotion in faculty of color, great benefits. We also became members of National Center for Faculty Development and Diversity. Diversity is sought in the workplace because it helps with cultural competency. As student bodies become more diverse, they want to see that same diversity in the faculty. Curriculum diversity is also important, and diverse faculty help with that. Our minority enrollment has tripled; when we look at transfer students and nontraditional students, this becomes important when thinking about the coming enrollment cliff. We have more students who identify as multiracial. We administered a racial climate survey. Where do students learn about race? They learn more about it in the classroom than anywhere else according to the survey. Whether students were white or of color, they felt more affirmed in classrooms with faculty of color. We are very diverse in terms of staff, both with respect to gender and race. We are underrepresented with Latinx employees at the executive level, and there is underutilization of Asian identities in technology roles. But where we are really underrepresented is with faculty of color. We do not have quotas; this is unconstitutional, and we focus on equality of opportunity. We don't have data about multiracial identity in faculty. Disability is an identity that might not be present at hiring but can become the case later in the career. When we look at recent years, many of the searches had diverse applicants, but actual hires were not as diverse. We are much less diverse with adjunct faculty, and since some of these may become tenure track this is a place where we need to pay more attention to diversity. We are recommending that all faculty searches go through search committee training, and implicit bias training. Some departments have students on search committees, which can help with attention to diversity. We are vetting a stronger EOE statement for ads; I have included the WCU mission statement in this. We are also moving forward with the FDI Teaching Fellow initiative. The program had not been active since 2015. It started at WCU but is now systemwide. We had Dr. Raymond Adams last summer for the program, who was completing his doctorate at the time. He did two standing-room only talks, and taught at both main campus and the Philadelphia campus. We've recruited a scholar for Biology. We're working on a second scholar for the School of Education. We want to have more opportunities for trailing spouses. <p>Q: Veronica: Students of color did not feel support at the Matthew 24 incidents.</p> <p>A: Tracey: This generation is at odds with constitutional rights; freedom of speech is a controversial issue, and this generation thinks there should be greater protections. As an institution our hands are tied. We can empower students to understand their rights; Liam Lair and Dean Johnson are doing great work with SGA on Stand Up!, an initiative to activate responses when these groups come to campus, teaching how to counterprotest.</p> <p>Q: How is the information on faculty diversity identified?</p> <p>A: Human Resources data. But it used to be that faculty could only check one box in racial identity. We need to go back to capture status about race and ability. I hope to partner with Institutional Research to get more information through a survey.</p> <p>Q: Bessie: Could this be done through Faculty Data sheets?</p>	

	<p>A: Erin Hill: That's Snyder Data. Israel: I don't know if it allows multiple options.</p> <p>10. Tracey: I am completing an application for a national award for excellence in diversity; I think we have a good chance of getting it this year.</p> <p>Q: If we look for diverse search committees, does this mean faculty from other departments on the committees?</p> <p>A: I'm looking into this. Each department has its own culture, and I'd like to highlight departments engaging in best practices. It doesn't take power from departments, but aims to broaden the process. It is important for our students. You also don't want to overtax faculty of color in the process, though!</p> <p>10: Tracey: Aramark is continuing to employ folks, and food services is providing box lunches for students still on campus.</p> <p>Q: Janet Chang: Students have a sense they know what their rights are, but they also want to feel that they are supported, and this is something that can be messaged by the university. In other places there is more direct messaging to marginalized groups. I think students want a more direct message about how the university supports them.</p> <p>A: Tracey: This was from a particular student's comment at a forum. The racial climate survey asked where students felt affirmed, and one of the findings was that in classrooms with white faculty students of color do <u>not</u> feel affirmed. I wish every faculty member had training in how to be more inclusive in the classroom. We can't control who exercises their right to free speech in the quad under the current guidelines. But our office is trying to build resources around messaging.</p> <p>Q: Bessie: What sorts of messaging make you feel included, Janet?</p> <p>A: Janet: Swarthmore has very explicit language to deal with bias incidents, including people of Asian descent, and how to foster a sense of community. I'm noticing xenophobic acts related to the pandemic are not getting explicit messaging.</p> <p>A: Tracey: Two messages were released, one was sent and the other posted on the web page. It came out right around the time that Trump was messaging calling it the "Chinese virus," and I wanted to make sure that we were not participating in that messaging. I would have preferred that it had been sent rather than just posted. Some departments did some proactive messaging.</p> <p>11: Tracey: I will be posting an annual report this summer, including Campus Climate Intervention Team work. We have a draft document of best practices on recruiting. We are meeting with HR weekly to reengage on diversity and inclusion in recruitment. COVID-19 has impacted HR greatly.</p>	
<p>Dr. Jeffery Osgood, <i>Deputy Provost</i></p>	<p>1. Jeff: I have a list of things to talk about. Thank you all for your amazing work to make sure this semester is successful. Faculty identified 2000 students who need assistance with online modality, and they reported midterm grades. Faculty with lots and with little experience with remote instruction have both worked hard to make it work!</p> <p>2. We are continuing to meet with FS leadership on a monthly basis, and we look forward to continuing that. We've been involving faculty in decision points, for example our shift in instruction; we will put that group together next week to talk about the fall semester. I'd like us to take our time in making a decision about the fall; a lot of our undergraduates want the F2F experience. We're putting up a FAQ that says we will make a decision no later than July 1, which is staying sensitive to lead time for faculty to prepare and to student decisions. Think about dividing your course into three-week segments, in five segments total; this will give us flexibility about what modalities we can use, and for making decisions about the semester. We don't want to make decisions about the entire fall semester on July 1; we're seeing students choosing universities closer to home or deferring admissions. A lot is up in the air. We might consider holding classes but not admit students to the residence halls. The Governor's recent plan is not clear in its details.</p> <p>Q: Marc: Are you considering waiving fees for the fall, or deferred payments?</p> <p>A: Jeff: We've skipped a payment cycle for the spring; we refunded over \$16 million in housing and other fees. For summer we're doing a few fees, but aren't ready to make fall decisions. It is likely that the Board of Governors is going to pursue another 0% tuition increase. This is going to hamper us, but we'll work with this. We haven't received any of the federal \$12 million Care Act funding yet. Some universities are giving each student the same amount, but</p>	

	<p>we don't think this fits our students' needs fairly. We can give out additional scholarship dollars for students who have issues affecting them.</p> <p>Q: Marc: If I were a student I would want to know if I can pay as I can pay, even if I don't know if the course will be online or not.</p> <p>A: Jeff: It's costing us about \$6 million, but if a student receives a Pell or PHEAA grant, we'll give them a WCU grant. We think that will help our neediest students.</p> <p>Q: Marc: Are we going to require them to pay in full before drop/add ends? The faculty don't see that side of student's experience very much.</p> <p>A: Jeff: No. I can get you more information about the payment plans for the fall.</p> <p>3. Jeff: Middle States workgroup is amazing, Heather Schugar is on that group. It is making progress. We'll be posting material over the summer, which would have been shared earlier. The site visit is in spring 2021.</p> <p>4. Jeff: Sciences and Engineering Building will not open this fall; we're aiming for a Fall 2021 opening, which will coincide with our anniversary. Similarly for the parking garage.</p> <p>5. Jeff: We are continuing to see improvements in our reputation in our graduate programs. I am announcing that I will step down as Graduate Dean at the end of this semester. It has been a great experience, and Grad Studies will benefit from a standalone dean. I am putting together a diverse search committee to solicit applications within the university, and would like the person to be in place by the end of the fall semester. We have a deep pool of folks who serve as graduate coordinators. The minimum requirements won't unnecessarily limit the pool.</p>	
Senate business	<ol style="list-style-type: none"> 1. Approval of Faculty Senate Meeting minutes (2/7/2020) <ol style="list-style-type: none"> a. Approved. 2. Meeting with President Chris Fiorentino <ol style="list-style-type: none"> a. Bessie: Talks are continuing on backroom operations, the proposal for universities to coordinating their operations to reduce staff payroll costs. b. Bessie: We don't know except anecdotally how many from the university community have contracted COVID-19, because the campus is largely closed. c. Julie: The benefits for staff are continuing, though they could not continue pay. 3. Meeting with EVP/Provost Laurie Bernotsky and Deputy Provost Jeff Osgood <ol style="list-style-type: none"> a. Bessie: Jeff Osgood says that summer was changed by the Chancellor. b. Bessie: Zeb Davenport said there were 74 students on campus. We started with about 200, so numbers are decreasing as students are becoming able to leave. There are students off campus who need support, for example international students. Zeb said we don't have a list of those students; if you have struggling students who live off campus, please let them know that they can reach out, and let Zeb know so they can reach out to those students. 4. Administrative business and updates <ol style="list-style-type: none"> a. CBPM Dean's Search – Janet Chang—Janet: Evan Leach has been offered the position. We carried out a comprehensive search even though it was done remotely. We were satisfied with the search. 5. Faculty Senate Executive Committee Election <ol style="list-style-type: none"> a. Julie: All current senators should have received an email with the ballot to vote for the executive committee. Anyone not receive the ballot? We traditionally open the floor for additional nominations and make a statement. b. Veronica: I don't have any experience. I'm interested in at-large. I'd like to get more involved. I will be grad coordinator for the nursing program; we're out at Exton. c. Julie: I will open the electronic ballot now. Please access it through your personalized link. 	

	<p>d. Bessie: Thank you to this past year's executive committee! Julie: Thank you for our leadership!</p> <p>e. Julie: Results: Bessie has been elected president, Julie has been elected vice-president, Dan has been elected recording secretary, Erin Hill has been elected corresponding secretary, Kurt and Israel have been elected at-large. I will forward a PDF of the results to Dan for the minutes.</p>	
Liaison reports	<ol style="list-style-type: none"> 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 - No ADA update. 7. University Forum – 8. APSCUF – Senator Julie Wiest – We are meeting next week. Everything has been moving so quickly. The ombudsperson charter has reached an agreement and is moving forward. Joan Woolfrey sent an email last week listing a lot of services; she is officially open for business and a lot of faculty have reached out to her. There will be a new website for the position up soon. 9. Multicultural Faculty Commission (MFC) – Senator Israel Sanz-Sánchez 10. Council for Diversity, Inclusion and Academic Excellence – 11. Budget Review Committee – Senator Kurt Kolasinski—We met on Wednesday. There's a lot of uncertainty both here and PASSHE. There has been an impact from the COVID-19 situation. WCU is doing well right now, though it is hard to look into the future. Enrollment is characterized as "robust" and projections are on track for the fall. There may be an uptick for summer, but not sure now. Students who are currently enrolled are very keen to come back, and they want F2F instruction—they like the personal interaction with faculty. Some incoming freshmen are considering taking a gap year. In July there will be some decisions made, perhaps about whether WCU becomes a commuter campus. Delaying budgeting process to June or July as too much is up in the air. Care Act, package addressing shortfalls—WCU has paperwork to receive \$12 million in funding, half is reserved for students. WCU raised \$250K for student aid fund, and it was promptly exhausted. Refunds of fees, meal plans, housing were made. Not educational service and tech fees, since those are still used in online instruction. \$17.6 million in total refunds. They are looking at whether classroom sizes can stay the same. State budget is \$31 billion, and a \$5 billion hit is expected, which will affect us. Construction will be allowed again from May 1, will take a week to get through planning and clearances, and May 8 is the target for resuming construction on campus. Spring 2021 for the opening for the new Science and Engineering building. 12. President's Commission on the Status of Women – Senator Kathleen Riley 13. Student Government Association – Michaela Karlesses – Thank you for inviting me! The town hall was fantastic; Dr. Osgood shared some of the same information there. Dr. Davenport also answered questions. It was a big turnout. If you have concerns I can share them with SGA. 14. Graduate Student Association – Montana Leaks 15. LMS Advisory Committee – Senator Dan Forbes 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. IS&T Faculty Advisory committee: Erin Hill: We meet every Friday. Today we discussed Zoom and the health side of it—how to record things, for example student clinician meetings with clients. There's a lot of legal work there. Also Zoom bombing; faculty felt there should be freedom on the students' part, and faculty should use student conduct policies to manage situations. Let me know if you have concerns that you want to share. Kurt: There is something called "grid computing," where you can do high performance 	

	<p>calculations through networks. All of the student computers in the labs are going to be installing this software to run protein structures for drug targets for the coronavirus, so that the unused computers on campus can be put to good use. If we can get this installed across campus, we might be able to take advantage of this for our own high performance computing needs. Megan: I had a student's parents jumping onto Zoom. If this becomes more long term, are there any resources on how faculty can manage that? Erin: I can take that back to the committee. Someone else said they had that experience in an advising session.</p>	
Committee Reports	<p>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)</p>	
Committees	<p>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)</p>	
Senate Exec Committee	<p>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</p>	
	5 pm adjournment	
NEXT MEETING		
Day and Time:	Friday, September 25, 2020: 3-5pm	
Topics/ Presenters:	TBD	