

WCU FACULTY SENATE MEETING

Date: Friday, April 29, 2022

Time: 3:00 p.m. – 5:00 p.m.

Location: Zoom teleconference

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		Mishra, Vipanchi	x
Cherry, Dan	x	Mraz, Megan	x
Gary Childs	x	Panagiotidou, Eirini	x
Cooke, Laquana	<i>Proxy Orkideh Mohajeri</i>	Panichelli, Meg	x
Daltry, Rachel	x	Pierlott, Matthew	x
Forbes, Daniel	x	Raskauskas, Jenn	x
Guerriero, Tara	x	Riley, Kathleen	
He, Yuhong	x	Ruchti, Simon	x
Hill, Erin	x	Saboe, Matt	<i>Proxy Selcuk Karahan</i>
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	<i>Proxy Karen Watkins</i>
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: Joan Woolfrey, John Hess, Michelle Kaulback, Orkideh Mohajeri, Azamat Sakiev, David Thomas, Stevie Grassetti, Selen Razon, Innwha Park, Karen Watkins, Mary Houser, Kim Doan, Tianran Chen

AGENDA ITEMS		
Topic	Discussion	Action
Welcome to Senators, Proxies, and Guests (J. Wiest)		
Dr. David Thomas, Director, Office of Services for Students with Disabilities	<ol style="list-style-type: none"> 1. David: Some updates: since Fall 2020, we've seen more than 34% increase in students we serve, so about 6.5% of the student body. National averages are higher, so we have a ways to go to get the word out that we are here for support. 2. When we returned to campus our pool of notetakers was smaller, so we have adopted a program called Notetaking Express. It's a secure program, IS&T was involved, and the student records the class through a proprietary app, they attach PowerPoints, and then a content expert provides notes. It's not an ideal solution, but we didn't have enough notetakers to cover the need. 3. We'll be taking a new approach to accommodation letters. We will have the usual letters that cover the majority of class situations. We will be including addenda to cover unusual situations like clinicals, internships, performance, and language courses. Hopefully that will clear up some confusion about what students can reasonably expect. If you feel that an accommodation won't be appropriate for your course, please let me know. Please ask before denying any accommodations! We just need to talk it through to make sure there isn't some solution in between. 4. We are opening satellite proctored testing on both North and South Campus in the fall. There will also be a second location on North Campus. Look for more information on excused absences for accommodations and policy regarding doctor's notes effective this fall. <p>Q: Simon: Does your office have leverage for helping with improvements to D2L and accessibility? I have a student who is visually impaired and uses a reader, but there was no way to turn off the timer being read by the reader. Increasing text size on the screen caused distortions.</p> <p>A: David: Let us know at OSSD, and contact IS&T as well. Sometimes updates don't cover the backend programming. We have specific Brightspace liaisons.</p> <p>Q: Julie: Can you walk us through the modified attendance agreement?</p> <p>A: David: It could be provided for a variety of visible and invisible conditions. Never make any assumptions. We go through a number of questions to determine whether a modified attendance agreement would be an appropriate modification for a student in a class (e.g. clinical or performance). To what degree is student participation part of the pedagogy? Is the student the only one disadvantaged, or are others impacted? If it's a language class then it would likely have a very little bit of flexibility; if it is a larger lecture class then it could be different because the student can get the information another way.</p> <p>Q: Do you consult with faculty about the modified attendance agreement?</p> <p>A: David: You fill out an instructor portion, with information about things other than WCU's accommodations. If the student accepts the terms, you should receive an automatic email. If the student doesn't take any action you may not receive something. It is not a blank check; it has responsibilities as well as limits. Missing a certain number of classes might be reasonable, but not attending class at all is not. CAPC has requirements for how courses are delivered, and faculty have that 15% wiggle room, but how the course is advertised is how it is delivered. OSSD will never ask you to make Zoom available. But if you do provide alternate means like Zoom, you've allowed that it is reasonable for students with disabilities to attend via alternate means. If students have had an accommodation in the past in K-12 settings, this is going to be acceptable to students in a college setting. There are students who think that accommodations are a blank check, and we're trying to communicate better about that.</p> <p>Q: Simon: We've been discouraged from making accommodations beyond what is specified in the paperwork.</p>	

	<p>A: David: Yes, you are an agent of the university, and so by providing the accommodation you've committed the university as well. We can make changes on the accommodation letter fairly quickly if needed.</p> <p>Q: Kim Doan: I had a student who had an accommodation not to be called on in class. But this can be an issue professionally.</p> <p>A: David: That's a great example of where an accommodation might not be appropriate for your class. That's something we look at.</p>	
<p>Dr. Joan Woolfrey, Faculty Ombuds</p>	<ol style="list-style-type: none"> 1. Joan: I'll be doing an annual report this summer, including how many visitors I had this year. I've had 102 visitors this year, almost double the last reporting period. So word is getting out. I get jumps in visitors when I send out emails reminding folks the office exists. We've developed a variety of workshops. We had a conversation about bylaws because people were unaware of how policies in departments were developing; about 50 people were on the call. Margaret Ervin volunteered to vet bylaws. We teamed up with TLAC for workshops on SRISs and how they affect people with intersectional identities. We've also been working on an academic freedom conversation. Chris Stangl spoke last fall, and next week we'll have a national expert talk about academic freedom. I'm working with the union about people not knowing where to go, what is a union thing and what is not. We're working on a flowchart that helps you identify where you go first, whether ombuds or union. It will be detailed and hopefully will help solve problems. 2. There was a survey that went out recently. We'll look at that raw data next week. Some people do not know about important resources on campus. <p>Q: Israel: After being in this position for two years, do you have a sense of areas where we don't yet have a resource, a door to knock on?</p> <p>A: Joan: The survey will give us information that will help. Staff are feeling undervalued because there is no staff ombudsperson. I don't turn staff away. There was a promise there would be one, and this is weighing heavily on some. The move hasn't been made because of financial considerations, but I regularly remind Jeff Osgood. SEAP is helpful for some, but there's a dismissiveness of that service, a sense that it is not of use to them. It's hard to change people's minds about it, perhaps because it is a state resource. But I've heard good things about it.</p> <ol style="list-style-type: none"> 3. Joan: The office is open over the summer. The report will be ready come fall. I'll be giving hard copies with the dean's offices. I meet on or off campus, as well as virtually or by phone. 	
<p>Senate business</p>	<ol style="list-style-type: none"> 1. Welcome to newly elected Senators: Innhwa Park, Tianran Chen, Mary Houser, and Stevie Grassetti! 2. Approval of minutes from Faculty Senate meeting on March 25, 2022. 3. Executive Committee Elections <ol style="list-style-type: none"> a. Israel: You should have received a ballot this morning via email. If you are a continuing or reelected Senator, you got a ballot. If you are starting next year you got a ballot. If your term is ending this year, you did not get a ballot. b. Statements from nominees. c. Israel: The ballot is now open; please vote now! d. Israel: Here are the results: <ol style="list-style-type: none"> i. Julie Wiest has been elected as President. ii. Israel Sanz-Sánchez has been elected as Vice President. iii. Dan Forbes has been elected as Recording Secretary. iv. Erin Hill has been elected as Corresponding Secretary. v. Julie Tennille and Kurt Kolasinski have been elected as At-Large Executive Committee Members. 4. Meeting updates <ol style="list-style-type: none"> a. President Fiorentino <ol style="list-style-type: none"> i. Julie: We met on Monday. We asked about last week's reinstatement and rescinding of the Philadelphia mask mandate; Chris said they continue to monitor the data, and the focus is on numbers of hospitalizations. Things seem to feel more like normal; he commented on attending events. He has no concerns about commencement. Testing 	

is still available. Things look good with regard to revisions to the allocation formula. Legislators are watching to make sure schools that need to make cuts to their budgets are actually doing so. The vote will be in July.

- ii. Julie: You may have seen an article about WCU police attending a workshop on social media surveillance. They regularly look at professional development opportunities, and they found this one not helpful. They do not do social media surveillance, focusing instead on marketing and recruitment.
 - iii. Julie: Construction on garage and SECC is progressing. They anticipate occupancy approvals by the end of May. There will be classroom refurbishing and repairs taking place over the summer. They will work on a facilities master plan, and it will be finished over the summer.
- b. Provost Bernotsky and Deputy Provost Osgood
- i. Julie: We met Jeff on Wednesday. They reported cautious optimism about fall enrollment. He agreed the outlook for the formula allocation was good.
 - ii. Julie: We asked about campus staffing, because there is a large number of vacancies. We asked about flexibility with remote work. Jeff said they agree and are looking into other options as well. We asked about interim positions; Rui Li is leaving, and Jordan Schugar is replacing her as interim. We asked about how this process worked, and asked about transparency about this. Jeff said they got a list of faculty they had worked with from that office, and Jeff used that.
 - iii. Julie: There are many upcoming searches; thank you for volunteering for representing for Faculty Senate! More will be coming. I hope you will continue to help us stay involved in these processes.
 - iv. Julie: We asked for a Moon Shot update, and about the Navigate app and system. The aim is to streamline connecting students to services, and to learn what student needs are. It is not designed to track what we are doing, but to connect to an office so that the office can reach out to the student. Retention plans do not rely exclusively on the app; there are other projects like increasing tutoring.
 - v. Julie: Department chairs will be elected next year. There is a deadline in spring for when the department chair must be elected by, but elections can be held earlier, in the fall.
 - vi. Julie: We asked about a speaker invited to speak to the Journalism program, a well-known and controversial pro-Palestinian speaker. Jeff said that this is offensive to some groups, but that it is part of a university to have speakers who challenge some ideas. You also may have heard about a game available in the library called "Secret Hitler"; we asked about that as well. Jeff said that the game is more focused on portraying fascism as bad, and the purpose of the game is to root out the fascists, so the message is maybe not what the name implies. He said we are required to provide physical but not other forms of safety. Heather: We're willing to permit and normalize antisemitic thought; does this open it up for other groups who are marginalized? Julie: That's a great question. Jeff mentioned there was a pro-Zionist speaker the other year that Muslim student groups were upset about. Heather: The KKK on campus would raise concerns. Julie: A lot of voices need to weigh in on this. Israel: We're not being very consistent with our message as an institution. When unwanted visitors have discriminatory messages on grounds, a message goes out that warns the community that these people on campus and there are resources to use for support. How can we have the event in such a way that people who are threatened by it can feel they will be listened to by the university? Julie: After this academic freedom event, this conversation needs to continue. Bill: It's not just a sharing of views, but a personal safety issue. Julie: When we bring this up, we're told that the university is obligated to safeguard *physical* safety, and that is it. When we have a speaker who offends or creates a divisive environment, they try to provide security for the

	<p>event. Jackie: We do have an exchange of ideas, and physical safety is moment to moment. When Trump came to campus it was scary on Church Street. There's a seriousness when the university responds to when people feel unsafe. We have to look at these issues as they come up. Julie: Maybe we can advocate for more notice. The information on this speaker was very hard to find. Jackie: We could have opened the dining hall when Trump came, as a place for students to go where they could feel safe. Jim: I heard that Student Affairs was forming a group to better manage response to unwelcome visitors, and review policies and procedures. It might help to have an institution-wide process, to level the playing field. Julie: There are models and best practices. We'll follow up. There will be a shared governance retreat in May; it would be great to talk about that there.</p> <p>vii. Julie: 100% of the tenure and promotion applications were approved—congratulations to those people!</p> <p>5. Announcements</p> <p>a. Julie: Since we've gone virtual we've skipped committee work and reports; I have some ideas and I will share that in the fall.</p> <p>b. University Libraries' updated interlibrary loan form – Senator Gary Childs</p> <p>i. Gary: The libraries have updated the form to make things easier. If you have a citation in hand, you can go to iLLiad. There are now DOI and PubMed (PMID) ID fields. If you have that information you can put it in the field, and then click on look up button and it will populate the other fields. There's also a button for checking to see if there is an open access version that might save you some time.</p> <p>c. Reminder: Faculty Senate is sponsoring the virtual event on academic freedom on Wednesday, May 4, from 4:00-6:00pm. Please attend if you can! We will record the presentation portion (but not Q&A).</p>	
Liaison reports	<p>1. ADA – Senator Matt Pierlott – Met this week. During a fire drill there was a student in a wheelchair who felt there was not guidance about what to do, and Public Safety wasn't up on the protocol. There is a concern around commencement; some will have ASL and others will have captioning on a screen, and having only one or the other is not as inclusive as it appears to be. David spoke to some OSSD changes, but there are faculty who resist accommodations, forget about them as the semester goes on and end up not supplying them. Remind your departments that from an ethical and a legal perspective we should be providing those accommodations, even if they seem inconvenient. I'll be sending a letter to the Council of Chairs, but get this message out. Dan Forbes asked about helping students with materials that are not accessible; there's not a lot of guidance. ODLI has some ability to support with that. The library is going to be linking to instructional videos from ODLI. Doodle Poll is not accessible to screen readers. We have Bookings through MS Office, and there's a link we can use to request permission to use the app (https://www.wcupa.edu/infoServices/office365/bookings.aspx). It may be a good idea to shift over. Erin: I'm surprised that faculty are resistant to providing accommodations, since it is legally required. Are there certain things that faculty are resistant to? Matt: Things that faculty need to be reminded of over the course of the semester.</p> <p>2. Alumni Association – Adjunct Faculty Representative William Sawyer – Met on Saturday, but I was unable to attend and minutes aren't yet available.</p> <p>3. APSCUF Executive Committee representative – Senator Bessie Lawton – Julie: Bessie reports about discussion about cost of reorganization; it was a net gain because some positions will not be filled. There will be a retreat in May about enrollment targets. APSCUF continues to request simplification of the midterm grade reporting process. APSCUF stated support for online SRIS, but the logistics are still unclear.</p> <p>4. Budget Review Committee – Senator Kurt Kolasinski – No report.</p> <p>5. Campus Climate Intervention Team – Senator Erin Hill – No report.</p> <p>6. Council for Diversity, Inclusion and Academic Excellence – Senator Veronica Wilbur – Meeting was Monday. Baker Tilly is leading an internal audit for PASSHE to perform a review of student inclusion processes and controls to assess institutional practices around incidents involving hateful or prejudicial expression by a student (Community Response</p>	

	<p>Teams). Title IX was added as a focus. The review began in March. The scope of the review focuses on the following eight (non-integrating) PASSHE institutions:</p> <ol style="list-style-type: none"> a. Cheyney University b. East Stroudsburg University c. Indiana University of Pennsylvania d. Kutztown University e. Millersville University f. Shippensburg University g. Slippery Rock University h. West Chester University <p>System-wide Campus Climate Survey: reports may be ready for universities as early as May 2022. Fall 2022 PASSHE DEI summit: the 2022 virtual summit is being planned. A committee has been meeting weekly to lead the effort. The conference will take place November 9-11, 2022.</p> <ol style="list-style-type: none"> 7. Faculty Mentoring Committee – Senator Vipanchi Mishra – Met today. We talked about what was accomplished this year. They are compiling an infographic. Successful implementation of Adjunct Faculty Mentoring program: 23 participated as mentees, nine served as mentors. May 4 at Timothy’s, 3-5pm, end of year celebration. 8. IS&T Faculty Advisory Committee – Senator Dan Forbes – There are two new instructional designers. There is a Teaching Excellence Showcase taking place May 12 in Sykes Ballrooms. Anne: We had a presentation on software request process; they want faculty to do as much early planning, because they have to vet that. They doublecheck to make sure they don’t already have something else already purchased. Ronnie: There are questions on our software that don’t apply to our students. It’s difficult to change this on your own. I suggest reaching out to them to work with them. It’s not an easy process. 9. Learning Lab Working Group – Senators Megan Mraz and Meg Panichelli, Senate Proxy Selen Razon 10. LGBTQIA+ University Caucus – Senator Julie Tennille – No report. 11. LMS Advisory Committee – Senator Dan Forbes – No report. 12. Military Veterans Coordinating Committee – Senator Stacie Metz – No report. 13. Multicultural Faculty Commission (MFC) – Senator Janet Chang – No report. 14. President’s Commission on the Status of Women – Senators Michelle Wade, Meg Panichelli, and Sarah Lightner – Michelle: 150th celebration of women; congratulations to those who were recognized! Over the summer Juanita and I will be meeting to make recommendations to the President’s Cabinet. 15. Search Committees <ol style="list-style-type: none"> a. Associate Provost for Health and Wellness – Senator Debi Mandel – No report. b. Executive Director and Registrar – Senator Simon Ruchti – Meeting was postponed. They want the search to be completed by the end of May. 16. Strategic Plan – Senator Heather Schugar – No report. 17. Student Group: Graduate Student Association – No representative 18. Student Group: Student Government Association – No representative 19. Sustainability Advisory Council – Senator Kurt Kolasinski – Happy Arbor Day! We’re updating the Climate and Sustainability Action Plan; the new draft will be out during the fall semester. 	
Committee Reports	<p>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)</p>	
Committees	<p>Committee meeting: Faculty Welfare/Ethics – (Chair) Student Welfare – (Chair) Membership and Elections – (Chair) Communications – (Chair)</p>	

	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:	Meeting schedule for AY 2022-23 TBD; see you in the fall!	
Topics/ Presenters:	TBD	