

WCU FACULTY SENATE MEETING		Date: September 25, 2020		
		Time: 3:00 p.m. – 5:00 p.m.		
		Location: Zoom teleconference		
Facilitator:	Bessie Lee Lawton, President	Type of meeting:	Scheduled Meeting	
Note Taker:	Dan Forbes, Recording Secretary	Misc.		
Attendees:	Members Present: <i>designated by an X</i>			
	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	<i>absent</i>
	Daltry, Rachel	x	Riley, Kathleen	x
	Forbes, Daniel	x	Saboe, Matt	x
	Guerrero, Tara	x	Sanz-Sanchez, Israel	<i>absent</i>
	Hill, Erin	x	Schugar, Heather	x
	Houser, Mary	x	Scythes, James	x
	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	
<i>Guests in Attendance: Eleanor Brown, Karen Schwarz, John Hess, Lia O'Brien, Zeinab Baba, Yanira Rodriguez, He Yuhong, Selen Razon, Michelle Kaulback, Jackie Hodes, Howell Bosbyshell, Karen Dickinson, Joan Woolfrey, Dr. Lisa Montgomery, Michael Burns, Tammy Hock</i>				

AGENDA ITEMS		
Topic	Discussion	Action
Welcome to Senators, Proxies, and Guests (B. Lawton)	<ol style="list-style-type: none"> Welcome to new Senators and Proxies! 	
Senator Rachel Daltrey, <i>Faculty Ombuds</i> Joan Woolfrey, <i>Student Ombuds</i> Lisa Montgomery	<ol style="list-style-type: none"> <p>Rachel: At the Counseling Center utilization by students is down. We usually start a waitlist in week 5, and we're not near it. But students do need it! There is significant distress. Colleges that are completely remote are seeing decreases in services; hybrid and face-to-face are seeing increases in demand. They may feel like they don't have a safe space at home, or the online learning environment is so challenging that they don't have the time to do it. They feel like it is more work, and it is harder to connect with instructors and classmates, to be able to ask questions after class. COVID-19 has impact on finances and relationships; even students in the borough feel isolated. As the election approaches we can expect more distress, as well as related to racial justice issue in the news. I'm starting to hear from faculty who are seeing distress; it is harder for you to see this because you don't have as much contact with them! So we anticipate increases in distress as long as this continues.</p> <p>Rachel: Freshman aren't going to have the usual experience; next fall we will have in a sense two freshman classes! Our freshman are trying to pick roommates when they haven't met anyone in person! There's going to be a lot of adjustment and care that's needed when we return to campus.</p> <p>Q: Premalatha: We should be thinking about what this will be like for students when they leave the university as well. Are you hearing anything positive?</p> <p>A: Rachel: We only hear from students who are in distress. This environment for learning is very challenging for students.</p> <p>Q: Gary: If students are looking for study space, the FHG and Presser libraries are open. There's reduced seating and safety policies (including wearing masks, which we do ask students to make sure they keep them up). If you're recommending this to students, make sure they know about this!</p> <p>A: Rachel: Students can also reserve space in Sykes through 25Live.</p> <p>Dr. Lisa Montgomery: I've been at WCU for almost 7 years, first working with Chris Fiorentino when he was a VP. There is a president's office line that is for complaints, and I helped with those complaint calls and encouraged students to be more proactive. The ombuds role is intended to replace that. One person for students to contact with any of their issues being part of the campus community. Their concerns can be diverse, but I am not a confidential resource with respect to sexual assault or child endangerment (which I tell them), but I am a private resource and will not share anything that they do not want me to. I am also a neutral resource and cannot take sides.</p> <p>Lisa: What I hear depends on time of year. In August there are questions about financial aid, and into the semester it can relate to things happening in their classrooms like missing work. I do follow academic affairs policies—I will start by suggesting that they work with the faculty member, and if that doesn't work that moves to the department chair, and then to the dean. I assist the students in trying to reach out to you. Students can also have issues with roommates. I connect them directly with the resource that will help them with their issue, and help them advocate for themselves. Right now my clients are 50% students, 50% family members. I try to get them to empower the student so that FERPA regulations aren't violated. Students can meet with me, email, or conference call. I try to walk a balance as a useful and informative resource for students. I try to work with faculty partners to provide support.</p> <p>Q: Bessie: Are there issues about diversity, inclusion, or harassment?</p> <p>A: Lisa: If I get that sort of inquiry, it comes from the president.</p> <p>Joan Woolfrey: I've come to report what I've experienced so far. Thank you to Faculty Senate for the advocacy to establish this role! I've found the experience rewarding. The Faculty Ombuds website is up, brochure is there, information about what the ombuds can and cannot do. The email is also available. You can find it through the website search.</p> 	

	<ol style="list-style-type: none"> 6. Joan: I'm tracking number of calls and visits. Many hours I spend doing follow-up. I've had 23 unique visitors. Some were non-teaching faculty and some have been full professors. I've had some staff because there is not currently a staff ombuds and so nowhere else to go. About half were junior or mid-career faculty. Some external folks have contacted me, and I have directed them to the appropriate resource. Tracey Robinson's "Teaching in Turbulent Times" sessions are inspired by some faculty concerns with policies and procedures for dealing with issues in the classroom. 7. Joan: Lisa and I participated in New Faculty Orientation to introduce ourselves to new faculty. 8. Joan: Jeff Osgood asked me to help with a taskforce for an advisory council for issues relating to racial justice. The working group for the task force is composed of diverse faculty. It is being handled through ombuds so that faculty can feel like there's independence from administration for this. The work is how to establish an advisory council. 9. Joan: There have been conversations about how to track anonymized data for access to the ombuds. 10. Joan: I've had contact with non-teaching faculty who were concerned about not being consulted about plans for returning to campus. 11. Joan: When there is overlap with APSCUF business I call in Margaret Ervin. I've had chairs contact me about faculty evaluation processes. 12. Joan: Most of my work has related to peer and colleague relationships. I've done a lot of information gathering. 13. Joan: I'll be developing an anonymous survey and a yearly report. I hope to give you a lot of ways for thinking about the usefulness of this office. <p>Q: Bessie: The task force is a welcome thing to hear.</p> <p>Q: Jim: What have you learned so far? If you had a magic wand, what would you change?</p> <p>A: Joan: This office is most useful for clarifying misunderstandings. It is a good place for folks to vent, to prevent things from escalating. The advisory council will be a good thing, a faculty network for navigating things. Lisa: I've learned a lot! I've learned more about university services and departments and the resources for students. Our students seem to struggle with advocating for themselves, and how to go about resolving issues. We do discuss that they are adults when they arrive on campus, but I wish we had the ability to change the interactions with families, about allowing students to take charge of their own issues. Joan: I've found the ombuds is good just to vent, even without seeking a solution. Rachel: We do need to think about faculty and staff well-being as well. Our case manager, Janelle Silbert has offered help to connect faculty and staff to off-campus resources.</p>	
<p>Michael Burns and Eleanor Brown, <i>United to End Racism</i></p>	<ol style="list-style-type: none"> 1. Michael Burns: I'm here with Ellie Brown, and Hannah Ashley has helped us too. Your concern is campus climate. 2. Ellie: UER focuses on peer support strategies to help people to address the effects of racism. Permanent and lasting work in ending racism requires changing people. So we work on internalized aspects of racism, emotions that drive irrational patterns of behavior. Our network offers one-shot opportunities for listening to one another. Michael is leading listening sessions on racism. We also offer opportunities for smaller numbers of faculty more intensive training to form support groups. Many of you are part of this network. UER is an international organization, and we are a WCU chapter, so there is a larger network. It uses tools from reevaluation counseling. The founder was a radical who has been attached politically and personally, and misused the tools. Steps were taken to prevent further abuses; the founder has been dead for more than twenty years. Mistakes have been and will be made as we engage in emotionally challenging work. If you have concerns and suggestions, please contact us. 3. Michael: We have the information needed to make the world a just place—we have the resources, but it is a question of will. It is equitable, sustainable, and just. We want to connect intellectual understanding with our racialized identities—seeing the value you invest in whiteness, and how you've convinced yourself that you are acting justly. Thinking about yourself as a racialized actor, and how this agency can be disrupted. We believe the lie that white supremacy tells us about ourselves. We also think about this intersectionally, racism interacts with sexism and heterosexism. We want to address the distress caused by these racialized ways of thinking, address hang-ups and bad feelings and how we internalize them. So this requires internal work, and this will enable us to do the external 	

	<p>work of using our resources justly. Let's pair off and imagine a world without racism. Person A will talk, and person B will listen and not interrupt. Person A talk for one minute. If feelings come up, this is good—get out of storytelling and focus on the emotional response. Use this as an opportunity to release the tension. Then switch roles. Whatever you discuss, do not share it, and do not use derogatory language.</p> <p>4. Ellie: This gives you a small taste of what this is like. We encourage you attend other opportunities, but we also ask you to spread the word about this peer support model to campus climate organizations. We'll share more information about the opportunity for more intense training. The interest forms are due a week from today.</p>	
Senate business	<ol style="list-style-type: none"> 1. Approval of minutes for 4/24/2020 with emendations. 2. Bessie: We will defer this year's Senate committee membership to the next meeting in October. 3. Updates on meetings with President Fiorentino, EVP/Provost Laurie Bernotsky and VP for Academic Operations/Deputy Provost Jeff Osgood <ol style="list-style-type: none"> a. Bessie: President Fiorentino says that in conversations with the Chancellor it seems that he did not know what he was getting into, especially in light of COVID-19. The Chancellor's focus is on financial sustainability, and in many PASSHE institutions there are reductions in enrollment that have not been matched with reductions in faculty. Many are in debt because they do not have full campus housing. At WCU student enrollment is good. The Chancellor is planning on reducing administrative overhead through integration between different schools, and sharing faculty. For WCU this may mean a reduction in adjuncts. Several institutions have already begun integrating administrative functions. We should be prepared for accepting faculty from other PASSHE schools who are minimally qualified. If you've historically had Master's level faculty, then you will be expected to accept faculty if there is retrenchment. b. Kurt: If you're currently running a search, there is a time period where other faculty from PASSHE institutions have a chance to respond. Your department should reach out to other institutions to let them know about opportunities, if you are running a search. Bessie: We have about 300 FTEs at WCU, so there is a buffer. No one has been furloughed yet; Chris said that they try to find work for staff even if it is out of their job description in order to keep staff employed. c. Bessie: Sabbaticals are going on as normal, though Chris said that the optics of having sabbaticals does not look good. d. Bessie: The Chancellor's "Prepared for PA" plan asks institutions to focus on non-degree credentialing, as employers are interested in this. WCU is discouraged from participating because we have enough students seeking degrees. e. Bessie: COVID-19 federal aid for students will not be available for spring as it has already been spent, though there will be financial aid for students. f. Bessie: There has been no announcement about Spring 2021, but the announcement will be in October. One option is to go remote until spring break, and then allow courses that need face-to-face instruction to meet after the break. g. Bessie: Administration does not see using student tuition for faculty child care has good optics right now, though Senate Exec suggests a different model than the old one as a learning lab opportunity for students. Laurie and Jeff asked for a feasibility study. Heather: This issue has come up every year. If we can frame conversation toward a learning community rather than child care, this has more chance of advancing. h. Bessie: We asked about addressing issues of race on campus. Chris pointed out that ODEI won an award for its work. They ask for Senate's help in drafting a diversity statement for all searches and job postings, and that every search committee have a member who has taken search advocate training. Kurt: He also mentioned that there is emphasis in diversity in searches, but not often when searching for adjuncts. So we should think of that as well. i. Bessie: People are having difficulty in tracking campus events. John Villella may work on creating a central calendar for campus events. 	

	<ul style="list-style-type: none"> j. Bessie: There's new information about Title IX. Tracey Robinson will visit Senate to talk about this. k. Bessie: There will be a search for the graduate dean. This is looking like it will be an internal hire. <p>4. Senate priorities</p> <ul style="list-style-type: none"> a. Bessie: We're continuing to participate in shared governance relating to COVID-19. There is a new Carnegie classification working group, which Israel is working on. We want to advocate for the learning lab. We want to push for hiring more faculty of color. We may get some other priorities from our ombuds. As the election approaches we may need to respond to things that happen. Any other priorities to bring up with administration? <p>5. Other business</p> <ul style="list-style-type: none"> a. Bessie: Please try to attend the All-Faculty APSCUF meetings next week. The retrenchments are a great concern. Julie: These meetings will not be recorded. b. Bessie: The next Open Forum is next week. If you have questions for administration, please send them to me! c. Matt Saboe: Over summer some faculty got together to look at policies. There is a criminal history question on the admissions application that is a barrier to prospective students of color because it can deter them. A review committee looks at that response on the application and might ask for more information. Even though they say they never use that information, it dissuades these prospective students. We want to present how this is a problem, and that other institutions have asked for such questions to be removed. We'd like to encourage the administration to remove it from the application. There's also a petition. Veronica: Unfortunately a criminal record has an impact on licensing for nursing students. Matt: Some of us spoke with the Vice Chancellor, and this was agreed to be placed on their agenda. But we think they need more of a push. Bessie: We can take this up in Senate Exec. d. Bessie: The Open Forum is next week; it is a required meeting and we will take attendance. If you cannot come, please find a proxy. e. Selen: I've found it beneficial being a proxy. Thank you, this is helpful! 	
Liaison reports	<ol style="list-style-type: none"> 1. Presidential Cabinet liaison – Senator Jim Brenner – Jim: I'm hoping to request to come to a meeting and give them a topic, so if you have ideas I can suggest them. 2. R2 Carnegie Classification Working Group – Senator Israel Sanz-Sánchez – Bessie: Israel reports that they are currently collecting external information from other universities that have transitioned to R2, and contacting relevant constituencies on campus. Their charge is to have a finished report by spring. 3. LGBTQIA+ Caucus – Senator Julie Tennille 4. Campus Climate Intervention Team – Senator Erin Hill – Kathleen Riley: WCU has received the HEAT award for efforts for diversity and inclusion, as already mentioned. Tracey highlighted "Change Begins Here" on ODEI website, and there are many events happening this fall. 5. Faculty Mentoring Committee – 6. Sustainability Advisory Council – Senator Kurt Kolasinski – Kurt: We had research grants from spring suspended, but some were awarded for fall semester. We are currently working on a three-year climate action plan for a number of areas across the university. We hope to have that done soon. 7. ADA – Senator Matt Pierlott 8. University Forum – 9. APSCUF – Senator Julie Wiest – Julie: Retrenchment is a serious issue, around 400 FTE in the affected schools, particularly at IUP. The TeP policy which is part of the new contract will be on the website. October 26 is a "Know Your Contract" training for department reps. Please ask department reps to attend! There is an All-Member meeting next week on Tuesday and Wednesday; you should have received an email. 10. Multicultural Faculty Commission (MFC) – Senator Israel Sanz-Sánchez 11. Council for Diversity, Inclusion and Academic Excellence – 12. Budget Review Committee – Senator Kurt Kolasinski 	

	<p>13. President's Commission on the Status of Women – Senator Kathleen Riley</p> <p>14. Student Government Association – Michaela Karlesses – Bessie: Michaela could not be here because of surgery; goals included student concerns about virtual learning with asynchronous work and unresponsive instructors, and wanting the pass/fail option to be repeated this year.</p> <p>15. Graduate Student Association – Montana Leaks</p> <p>16. LMS Advisory Committee – Senator Dan Forbes</p> <p>17. Strategic Plan – Senator Heather Schugar</p> <p>18. Middle States Self-Study – Senator Heather Schugar</p> <p>19. United to End Racism –</p> <p>20. Alumni Association – Adjunct Faculty Representative William Sawyer</p> <p>21. Military Veterans Coordinating Committee – Senator Jim Scythes</p> <p>22. Technology Committee – Senator Erin Hill – Erin: JT Singh has organized this. It is a group of faculty and IS&T staff meeting to address challenges relating to COVID-19 and remote instruction. This will continue to meet through the fall. Any major issues please share, the group is open to hearing these concerns.</p>	
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	<p>Committee meeting:</p> <p>Faculty Welfare/Ethics –</p> <p>Student Welfare –</p> <p>Membership and Elections –</p> <p>Communications –</p> <p>Research –</p>	
Senate Exec Committee	<p>President: Bessie Lee Lawton</p> <p>Vice President: Julie Wiest</p> <p>Recording Secretary: Dan Forbes</p> <p>Corresponding Secretary: Kurt Kolasinski</p> <p>At-Large Members: Erin Hill and Israel Sanz-Sanchez</p> <p>Immediate Past President: Heather Schugar</p>	
	5 pm adjournment	
NEXT MEETING		
Day and Time:	Thursday October 1, 2020, 3:00-4:00pm: Open Forum with Administration	
Topics/ Presenters:		