

WCU FACULTY SENATE MEETING		Date: March 24, 2016	
		Time: 3:00 p.m. – 5:00 p.m.	
		Location: FHG Library Room 613	
Facilitator:	Jim Brenner, President	Type of meeting:	Scheduled Meeting
Note Taker:	Bessie Lawton, Recording Secretary	Misc.	
Attendees:	<b>Members Present: <i>designated by an X</i></b>		
	Abdel-Salam, Sami	X	Krulikowski, Anne X
	Abdesaken, Gerald	<i>Absent (proxy: Matt Saboe)</i>	Lawton, Bessie Lee X
	Akuoko, Mathias	X	Loustau, Erica X
	Atuahene, Francis	X	Metz, Stacie X
	Belak, Phyllis	<i>absent</i>	Miller, Thomas X
	Benedict, Kristopher	X	Onderdonk, Julian <i>Absent (proxy: Thomas Seifried)</i>
	Bolton, David	X	Pierlott, Matthew X
	Bowen, Brian	<i>Absent (proxy: Julie Tennille)</i>	Reed, Melissa <i>Absent (proxy: Thomas Seifried)</i>
	Brenner, Jim	X	Saboe, Matt X
	Brown, Eleanor	X	Sanz-Sanchez, Israel x
	Cherry, Dan	X	Schugar, Heather X
	DeHope, Eli	<i>Absent (proxy: Cynthia Haggard)</i>	Scythes, Jim X
	Forbes, Daniel	X	Selvaggi, Tina <i>X (Proxy: Jackie Hodes)</i>
	Haggard, Cynthia	X	Sestrick, Timothy X
	Hill, Erin	X	Sullivan, Rosemary X
	Kenney, Jane	X	Van Schooneveld, Jackie X
	Kolasinski, Kurt	X	Williams, York <i>absent</i>
	Kopacz, Ola	X	Wiest, Julie X
Adjunct Faculty Rep: Mitchell Goldfarb	X	Student Gov't Rep: TBA	--
Adjunct Faculty Rep: William Sawyer	X	ROTC representative: TBA	--
<i>Guests in Attendance:</i>			
AGENDA ITEMS			
Topic	Discussion		Action
Welcome to Senators, Proxies, and Guests	<ul style="list-style-type: none"> <li>Welcome and Introductions</li> <li>1. Guests Lynn Klingensmith (Office of Social Equity) and Hiram Martinez (Asst. Director of Social Equity) – Hiram has been with state system for the last 15 years, familiar with faculty issues. He has been meeting with faculty and groups to ask for advice. He hopes to be the connector between</li> </ul>		

<p>(J. Brenner)</p>	<p>groups (faculty, administration, student groups). He is trying to learn the organizational framework of WCU and diversity programs around. He shared that he will be going to Bloomsburg U - Global Awareness Society International conference. He will be President of this organization and will travel to Budapest, Hungary in May for the conference.</p> <p>2. Hiram is in charge of PASSHE Diversity Summit next year; WCU will be hosting this.</p> <p>Q: Heather S. asked about the Patricia Grasty Gaines award. The money was supposed to be given to a children's book author, but it has gotten away from that.</p> <p>A: Hiram said he will ask Dr. Awuyah about this. Francis Atuahene explained that he is on the awarding committee, and he explained that they are working on criteria and to whom the money will be awarded.</p> <p>3. Lynn K. – Campus Climate Survey – survey launched in the fall. Closed in November 2015. NSSE was also going on at that time. The day after CC survey was launched, HR sent out a survey on workplace satisfaction. The timing was not ideal and the survey was quite long. Overall response rate was 11%. Faculty had a good response rate (about 30%), students about 10%. We are not expecting data until April. There is a long time lag between the time the survey was done and when we get data back. They are considering focus groups for particular questions to get more info.</p> <p>4. Talked about Facebook dialogue between two students that went viral. Social equity has been asked what the institutional response is. Today the Women's Center hosted an open forum on the use of words and cultural appropriation. These are the kinds of responses we want to do more of, because the CC survey takes too long to process.</p> <p>5. History - Social equity was forced upon state system as a result of our inability to pay attention to EEOC principles. We have processes for hiring faculty and staff. Social equity doesn't have protocols about administrative positions.</p> <p>Q: Senate is committed to process. Do you have suggestions on how to work with social equity on this issue?</p> <p>A: President and Provost have authority regarding certain positions. But when we invite people to apply for Interim Dean position of CAS and social equity is not a part of that process, what does that mean? Instruments used in searches are very important.</p> <p>6. Important to put processes down in writing. What does shared governance mean in practice?</p>	
<p>Gautam Pillay- Associate VP of Sponsored Research</p>	<p>Gautam Pillay was unable to be present, but he sent a PPT presentation with voice-over. The presentation expounded on principles of the research office, how they are trying to stimulate research growth, levels of funding, and answered three questions:</p> <p>1. Should the university have research in its mission, since it already requires faculty to have research/scholarship as a requirement for tenure? Yes, ideally.</p> <p>2. What resources are needed for faculty to be more productive, and how is his office working with administration for these? Time, money, intel. They are lobbying administration and are having some success even given this budget climate</p> <p>3. How could the university take visible, tangible steps to promote research at all levels? Active advocacy, participation collaboration, mentoring</p> <p>Q: Faculty on IRB have no release time, and there is no administrative assistance for IRB. Melissa Reed and Stacie Metz wrote to Provost to get 2 credit AWAs for last summer. There is no funding yet for this summer.</p> <p>Q: struck that in Pillay's presentation there is no expectation for increased funding from federal government and other entities, yet there is a push to have faculty try to increase their grants.</p> <p>Q: University's revision to the mission statement – How will that trickle down to statement of expectations? How will everyone have a level playing field when it comes to their statement of expectations?</p> <p>A: Jim: Our statement is a position statement, to begin conversation. Israel explained that the statement of expectations should not change to reflect the new mission, but mission should reflect current expectations for research. (35% of evaluation).</p> <p>Q: IRB may move toward not looking at surveys that are anonymous.</p>	

	<p>A: Stacie Metz is not sure what this means yet. IRB brought on new members but it is still difficult to get through all the work.</p> <p>Q: There is opportunity to advocate for compensation for IRB members.</p> <p>Jim will forward our concerns about IRB to Gautam.</p> <p>2. The draft of the research statement was shared with APSCUF and they had concerns about it. Committee will meet again and discuss APSCUF concerns. Hopefully, we can vote on the document in April meeting.</p>	
<p>Administrative position appointments</p>	<p>1. Exec feels this is still an issue.</p> <p>2. Need careful conversation about parameters, which positions we would like to have a say in.</p> <p>3. For faculty positions, deans can do what they want regardless of how search committees evaluate candidates. Provost and President are clear that they know they can appoint who they want.</p> <p>4. Perhaps Faculty Senate can identify which positions we feel deserve more input a a better review process.</p> <p>5. Q: Are interim positions usually a fixed time or are they open ended?</p> <p>A: usually 1-2 years. Even permanent positions are 2 years.</p> <p>Q: Suggest that we frame Faculty Senate involvement as helping in the process of shared governance. Present involvement as helping vet candidates. Important words – equity, fairness, diversity</p> <p>One of our strengths is that Senate is an elected body. Not a lot of other shared governance groups have that advantage.</p> <p>Interim appointments deserve social equity review for issues of fairness.</p> <p>There was a time when interim positions only allowed for candidates who have no intention to apply for the permanent position. This addressed the concern that interim positions are often easy ways to move to permanent, which raises issues of equity and fairness.</p> <p>We need to be careful of the illusion of fair process.</p> <p>Interim Dean for College of the Sciences and Math – concern that the college is so new, so this position would play a big role in shaping what the college will look like.</p> <p>Suggested that the Senate initiate a conversation with the Provost about this position, and follow up on other administrative positions. We need to be careful that we don't look like we are approving lack of process or rubber stamping.</p>	
	<p>Minutes of 2/26/16 approved.</p>	
<p>Senate business</p>	<p>1. Committee work and functions. Propose changing process for next year. Remove meeting time at the end of the Senate meetings. Committees will get together at the first meeting, identify 1-2 action tasks for the year, then meet outside of the general meeting, and just report back.</p> <p>2. There are overlaps in documents we are asked to respond to, e.g., Middle States, PASSHE documents, etc.. Jim proposed to create a committee in charge of reviewing these documents.</p> <p>3. Senate website – redesigned content to list “Areas of impact”</p> <p>4. Senate elections – Heather shared that we have 2 reps for each college. Need to fill an open seat in non-classroom faculty (but not from library) and 12 at-large seats. APSCUF is delayed in Senate elections, so we may not have new Senators before the last meeting of the year. How should we have an exec election? Suggested we hold electronic elections. Can be set up in Qualtrics to be an anonymous election. Asked anyone who is interested in running for Exec to talk to anyone on the current Exec.</p> <p>5. Ellie shared that our tradition has been that we have a 2-year limit on each position, and encourage people to start as at-large members then move through the ranks.</p>	

Liaison reports	<ol style="list-style-type: none"> <li>1. Presidential Cabinet liaison – Ellie Brown – Space planning – borough has imposed height restriction of 40 feet for buildings. Meetings are continuing. Commons project is still continued to begin in December but a lot needs to be ironed out in summer for that to go through. Push for growth in Grad and Distance Ed – need systematic planning to support these. Grad Council is primarily handling grad issues. Verbal commitment from Jeff Osgood to include people from outside of Grad Council.</li> <li>2. LGBTQ advocacy committee - Dan Forbes – no report</li> <li>3. CCIT – Ellie Brown– Facebook situation – shared CCIT communication on how it is being handled by the university.</li> <li>4. Faculty mentoring - Tim Sestrick –faculty mentor training on Wed, May 11</li> <li>5. Sustainability advisory – Kurt Kolasinski is the new liaison – no report</li> <li>6. Space allocation - York Williams</li> <li>A. Tom speaking on Building Plans       <ol style="list-style-type: none"> <li>1. Major Renovation of Wayne Hall – Construction would commence Jan 2017 – Phased in Construction – tentatively completed a year later. See Proposed Plans for revisions for Wayne Hall.           <ol style="list-style-type: none"> <li>a. Wayne Hall coming online will alleviate the issue with space</li> <li>b. Bpac coming online will also assist with overcrowding and limited space here.</li> </ol> </li> <li>2. WC revised plans for The Commons – requires an aggressive change and as a result is that the Commons is put on hold while we reorganize and plan to revise the plans based on the zoning ordinance.</li> <li>3. New Building Donor for Business and Public Management</li> </ol> </li> <li>B. Reviewed updated Online Space Submission. Last call 8 submissions and this semester a few more. 21 to date.       <ol style="list-style-type: none"> <li>1.           <ol style="list-style-type: none"> <li>a. Psy-D program approved and will be housed in Wayne</li> <li>b. Still need space for Steel Drums – We have allocated them the space next to Papa Johns</li> </ol> </li> <li>2. Discussed a shared space for the Online Submission of Space...(Qualtrex)</li> <li>3. Discussion on considering a Space Audit</li> </ol> </li> <li>7. University Forum – York Williams</li> <li>8. Multicultural faculty Commission- Israel – Bessie reported the meeting was poorly attended. The focus of discussion was the dearth of multicultural faculty in administrative positions.</li> <li>9. APSCUF - Cynthia Haggard– looking at value statement like IUP's on academic freedom. In the fall, there was an issue about invited speakers. 300-400 level classes in summer, how likely are you to have a minor and if background checks are needed. Looking at what streamlining programs mean. Shared the newspaper article on looking for additional sites to expand. Jim explained the President wanted to be able to say to the borough they have asked for alternative sites. Realigning of TeP because of reorganization. Looking at getting feedback if one is turned down for a sabbatical.</li> <li>10. APSCUF and Senate Joint working group – (Heather S., Matt P., Cynthia H.) = in process of identifying meeting dates</li> <li>10. Council for Diversity, Inclusion, and Academic Excellence - Eli – no report</li> <li>11. ADA – Matt – have not met this semester, whether Senate is interested in issue of cost of textbooks, and faculty are not aware of alternative open resources and other ways to decrease textbook costs for students</li> <li>12. Budget review committee- Jim – ready to submit some feedback. Working on getting website up to share information. There is misunderstanding and misinformation about the budget</li> <li>13. VP for info technology search – Melissa Reed – none</li> <li>14. Asst of Dean of Students search – Erin Hill – wrapping up phone interviews, on-campus</li> </ol>	

	interviews in a couple of weeks, final decision early May 15. Vice Provost/Graduate Dean Search – Julian Onderdonk	
Announcements	University Forum Call for Proposals due Monday 3/28 at 12 pm.	
Committees	Committees were not able to meet during this session. Faculty welfare and ethics - Chair: Jim Scythes Student welfare - Chair: Francis Atuahene –Membership and elections - Chair: Heather Schugar Communications - Chair: Kurt Kolasinski Research- Chair: Israel Sanz-Sanchez Ad hoc Facilities and sustainability - Chair: Tom Miller	
Senate Exec Committee	President: Jim Brenner Vice President: Heather Schugar Recording Secretary: Bessie Lawton Corresponding Secretary: Kurt Kolasinski At-Large Members: Matthew Pierlott and Israel Sanz-Sanchez Immediate Past President: Eli DeHope	
	5 pm adjournment	
<b>NEXT MEETING</b>		
<b>Day and Time:</b>	April 22, Friday, 2016, 3-5 pm	
<b>Topics/ Presenters:</b>		

## Committee Reports

### **Research ad-hoc committee:**

**Chair: Israel Sanz-Sanchez**

**Members:**

- Original issue that got the ball rolling with this ad-hoc committee in 2014-2015: WCU institutional mission - should it be modified to mention research?
- Access to internal funds (faculty in CAS and, to a lesser extent, other colleges have experience significant delays in the processing of payments, which makes it difficult to complete research projects in a timely manner).
- Expectations for research are increasing in many colleges and departments, but teaching loads are remaining the same (or even worse, since many departments have eliminated discretionary AWA). Related issue: how is the 25% expectation for temporary faculty affecting AWA availability and overall conditions for research?
- Different levels of support for research across disciplines: e.g., Business and Public Affairs gives one yearly AWA, but this level of support is not homogeneous in other units.
- Teaching/research identity at WCU: are we a teaching-only institution? If not, what is the connection between teaching and research? Is research only valid for us at WCU if it is directly connected to teaching?
- Next Senate meeting on 10/22: Visit by the President and Mark Rimple. We will start working towards a more articulated vision, but by that meeting we will have perhaps one or two questions for them in connection to faculty research.

### **Membership committee:**

**Chair: Heather Schugar**

**Members: Rosemary Sullivan, Phyllis Belak**

Topic: to look at list

Project goals: Identify members up for re-election, check attendance

Work plan: get from Jim, check offices

Topic: Put out call for membership

Work plan: Heather Leaman

Topic: Run Exec committee election

Work plan: encourage to stay for 2 years

Topic: Track proxies' attendance

Work plan: send letter for # of service

### **Facilities and sustainability ad-hoc:**

**Chair: Tom Miller**

**Members: Ola Kopacz, Tom Sestrick**

Project goal: investigate speak with Senate leadership

### **Student welfare:**

**Chair: Francis Atuahene**

**Members: Dan Forbes, Mathias Akuoko, Dan Cherry**

Topic: LGBTQ ally name change issues

members: Francis Atuahene, Dan Cherry, Dan Forbes

project goals: get technical glitch resolved

work plan: get in touch with Paul Gargiulio D2L guy

Topic: off campus incidents involving students

members: Mathias Akuoko

### **Faculty welfare:**

**Chair: Jim Scythes**

**Members: Eli deHope, Stacey Metz, Bessie Lawton, Cynthia Haggard, Tina Salveggi, Matt Pierlott, York Williams**

Topic: monitor Philly campus, wage tax

members: Cynthia, Bessie

Topic: space allocation

members: York, Tina

Topic: Parking

members: Jim, Matt

goals: less WCU vehicles space in Swope (send elsewhere), revisit assigned spaces