

West Chester University of PA  
Faculty Senate  
2010-2011  
February 4, 2011 Full Assembly Minutes

**Members Present: *designated by an X***

Alessandria, Tina	<i>Proxy, Tara Guerriero</i>	Li, Huimin (Amy)	<i>Proxy, Bahar Ulupinar</i>
Bill, Debra		Means, Jennifer	X
Brown, Eleanor	X	Metz, Stacie	X
Cooke, Lynne	X	Morgan, Tanya	X
Cressler, Walter	X	Murphy, Corinne	X
DeHope, Eli	<i>Proxy, Mary Brewster</i>	Nadolny, Larysa	X
Dobrzelewski, J. C.	<i>Absent</i>	Nitica, Viorel	X
Garthwait, Clayton	X	Norris, Bruce	X
Ghetie, Dora	<i>Proxy, Danielle Trucksess</i>	Onderdonk, Julian	X
Gilboy, Mary Beth	X	Pierlott, Matthew	X
Haggard, Cynthia	X	Sanz-Sanchez, Israel	X
Halko, Gabrielle	<i>Absent</i>	Sharpe, Heather	<i>Proxy, Virginia da Costa</i>
Heinerichs, Scott	<i>Absent</i>	Shivde, Geeta	X
Hutton, Jane	X	Smith, Paul K.	<i>Absent</i>
Kara, Orhan	<i>Proxy, Bahar Ulupinar</i>	Staruch, Liz	<i>Absent</i>
Kelly, Leonard	<i>Proxy, Jane Hutton</i>	Stiefel, Van	X
Lawton, Bessie Lee	<i>Proxy, Walt Cressler</i>	Verden, Claire	X
Leonard, Robin	<i>Proxy, Stacie Metz</i>	Winterton, Sally	X
	<b>Mark Cerofeci, Student Gov't</b>		<i>Absent</i>

Faculty Senate Meeting, Friday, 2/4/2011

**Welcome and Introduction of Proxies**

- Senate President Julian Onderdonk welcomed all in attendance and introduced proxies.

**Report on Middle States Self-Study and March Accreditation Visit**

- Associate Provost Darla Coffey and Chair of English Anne Herzog presented about the Middle States Self-Study and March Accreditation Visit.
- The Middle States Commission on Higher Education is a voluntary, non-governmental, membership association that is dedicated to quality assurance and improvement through accreditation via peer evaluation.

- WCU undergoes a full self-study once every 10 years, preceding a decision on reaccreditation.
- The purpose of self study process is to:
  - Affirm the University's Mission, assess alignment with the *Plan for Excellence*, and lay groundwork for the new strategic plan
  - Document Institutional Policies and Procedures
  - Identify Strengths and Challenges
  - Make Recommendations for Improvement
- Our self-study included a Steering Committee of faculty and staff who chaired nine working groups of faculty, staff and students.
- The working groups researched the self-study outcomes and gathered evidence of how the institution meets the accreditation standards.
- Our self-study has resulted in the following recommendations:
  - Distributed Leadership: Assess the understanding and implementation of, effectiveness of, and accountability for distributed leadership across divisions. Following this investigation, develop a communication plan to make clear how distributed leadership can best function to serve our students and the University across all divisions.
  - Budget Process: Refine the budgeting process in order to strengthen the link among planning, assessment, and resource allocation; provide greater flexibility for WCU to move resources across divisions; and address the accumulation of surplus rollover revenue in order to allocate to emerging needs.
  - Institutional Assessment: Create an institutional assessment structure with clearly specified goals, measures, procedures, and outcomes for all units, as well as a mechanism for communicating results and subsequent actions based on assessment results. Assessment of student learning and student support services would be one component of this structure for assessing institutional effectiveness.
  - Academic Advising: Improve academic advising for all students (undergraduate, graduate, transfer, and nondegree).
  - Faculty Development: Ensure sufficient support for faculty scholarship and teaching.
- Things we faculty can do to help with the Middle States process from this point forward include:
  - Read (at least some of) the self-study, including the executive summary, conclusions and recommendations, and standards that speak to your "area".
  - Become familiar with the recommendations.
  - Keep calendar open March 21-23 for site visit, and participate in meetings as scheduled with individual team members (schedule in development now) as well as attend open forums with members of the evaluation team.
- Further information can be found at: <http://www.wcupa.edu/sharedvision/middlestates/>

### **Campus Climate Update**

- Associate Provost Darla Coffey gave a campus climate update, based on the recent survey.
- The Campus Climate Advisory Committee developed the final survey that was administered in April 2010.
- The final survey contained 113 questions, including open-ended questions for respondents to provide commentary.
- There was a 30% response rate overall.
- Rankin & Associates Consulting reported on the results.
- A number of strengths and successes emerged from data. Some highlights include:

- The majority of employee respondents were highly satisfied or satisfied with their jobs at West Chester University (71%, n = 494) and how their careers have progressed (62%, n = 437).
- Most students and faculty felt the classroom climate was welcoming based on a variety of selected demographics.
- Eighty-five percent (n = 4,085) of respondents reported that they were very comfortable and/or comfortable with the climate at West Chester University, and 79% (n = 3,788) with their department or work unit. Eighty-four percent (n = 3,685) of faculty and students were very comfortable and/or comfortable with the classroom climate.
- However, disparities existed where respondents from underrepresented groups typically reported less satisfaction and comfort at West Chester University than the majority counterpart respondents. These underrepresented groups include women, People of Color, and LGBTQ individuals. AFSCME staff, tenure-track faculty, and temporary faculty also described less positive experiences and perceptions than other employee groups.
- Several challenges were apparent from the survey results. For example:
  - The first challenge relates to perceptions of inequity by respondents of color who were more likely than White Respondents to experience offensive, hostile, exclusionary, or intimidating conduct that interfered unreasonably with their ability to work or learn on campus. Respondents of Color were also four times more likely to attribute that harassment to race than their White counterparts. Race was cited as the second most common basis for harassment for all respondents.
  - The experiences shared by women and sexual minority respondents call attention to the second and third challenges related to perceived inequities at West Chester University. Although women and men reported similar rates of experienced harassment (13%, 11%, respectively), women were more than two times more likely than their men counterparts to indicate the harassment was based on their gender. Women were three times more likely than men to experience sexual harassment, and twice as likely as men to experience sexual assault.
  - LGBTQ respondents (21%) were more likely than their heterosexual counterparts (12%) to experience harassment, and more likely to indicate sexual orientation as the basis for that harassment.
  - The final challenge relates to differential treatment related to position. Greater percentages of tenure-track faculty (36%) and AFSCME staff (31%) respondents believed they had been harassed than did other respondents across university position. AFSCME staff were least satisfied with their jobs, and both AFSCME staff members and temporary faculty were much less satisfied with the way their careers have progressed at West Chester University than were other employee groups.
- Overall, the results in this report parallel those in similar investigations where People of Color, women, sexual minorities, and respondents who identify with particular university positions tend to feel that the institution is not addressing systemic, structural, and informal issues as favorably as for their White, male, heterosexual, and more privileged counterparts.
- Further information can be found at: <http://www.wcupa.edu/sharedvision/climatesurvey/>

### **Board of Governors Academic Policy Update**

- Associate Provost Darla Coffey reported on PASSHE Board of Governors Policy 1990-06-A.

- The Chancellor's Office is developing an "interpretive guidelines" document to clarify details about the imposed cap of 40 credits for BA programs, 60 for BS programs. For example:
  - General Education courses required for the major can be considered "directed general education" and will not be counted as a part of the major requirement.
  - Any course generally required for the BA or BS degree, such as the foreign language requirement for BA majors, will not be counted in credits for the major.
  - Other exemptions may also apply, and are under negotiation.

### **Student Engagement Surveys**

- Dean of Undergraduate Studies and Student Support Services Idna Corbett reported on the Beginning College Survey of Student Engagement (BCSSE) and National Survey of Student Engagement (NSSE).
- The BCSSE is administered in students' first year only, during orientation.
- We had 1,749 respondents in the most recent round of administration.
- The NSSE is administered to first-year students as well as seniors.
- We had 1,370 respondents in the most recent round of administration.
- Survey data suggests the following about our students:
  - Approximately 50% are first generation college students.
  - 82% attended a public high school
- Survey data suggests the following about our students' expectations as they begin college:
  - They don't expect to spend much time doing homework
  - They don't consider reading to be part of their homework
  - They expect to spend more time socializing than studying
- Implications for faculty include the following:
  - Let new students know how much they need to do outside of your class.
  - Let new students know that reading is part of homework.
  - Be aware of the expectations students bring with them, including misconceptions and misunderstandings.
- Further information can be found at: <http://www.wcupa.edu/infoservices/oir/default.asp>

### **Senate Minutes**

- The minutes for the 12/03/2010 meeting were approved.

### **Campus Climate Issues**

- Senate Liaisons to University Committees:
  - Liaisons to these administrative search committees made brief reports:
    - Strategic Planning Steering Committee (Eli DeHope)
    - Executive Director of Distance Education (Jen Means, Larisa Nadolny, Liz Staruch, Jane Hutton)
    - Associate Vice President for Academic Administration (Bruce Norris)
    - Director of Social Equity (Ellie Brown)
  - Liaisons to other campus climate committees made brief reports, including:
    - Mental Health Awareness Committee (MHAC; Ellie Brown)
      - The MHAC continues its efforts to raise awareness of mental health issues on campus by helping to sponsor and advertise mental health awareness events and facilitating coordination

among campus bodies taking steps to increase mental health awareness.

- Thanks to the MHAC, there is now a WCU website through Social Equity that is dedicated to mental health awareness. The website includes a calendar of mental health awareness activities. Check out the site at:

<http://www.wcupa.edu/admin/social.equity/mentalHealth.asp>

- If you know of an activity that might be added to the calendar, please contact the Chair of the MHAC, Kate Pawlowski ([kpawlowski@wcupa.edu](mailto:kpawlowski@wcupa.edu)).

- **WCU Enrollment Initiative**

- Senate President Julian Onderdonk reported on President Weisenstein's recent email regarding student enrollment for the fall of 2011.
  - We expect to enroll 200 more students and to retain 200 more students.
- Other senators commented on the difficulties associated with such growth including burgeoning class size, limited classroom space, and pressure, concomitant with growth, to reduce reliance on temporary faculty members.
- Marc Gagné (Chair, Geology and Astronomy) reported that the 25% cap on temporary faculty members is at odds with many other constraints related to University goals and reported that if all available faculty lines were filled and no one retired we might be able to meet this cap, but that with any deviation from this we are unlikely to meet the cap and may need to continue to use a higher percentage of temporary faculty members on an enrollment-driven basis.

- **Chancellor Review**

- Senate President Julian Onderdonk reported on his recent meeting with the Board of Governors
  - Only three other Senate Chairs/Presidents of PASSHE schools—Indiana, Millersville and Cheney—went to the Dixon Center in Harrisburg for the meeting, which was presided over by three members of the Board of Governors. This committee sought institutional feedback about the effectiveness of Chancellor Cavanaugh. The consensus among the four Senators was that he had not made his presence felt on PASSHE campuses and was proving, after initial high hopes, to be a disappointment. Particularly disturbing to the Senators was that the lack of communication, and the top-down manner in which policy gets pushed through, made a mockery of the principles of shared governance that PASSHE supposedly prides itself on.
  - Julian was surprised to learn that neither the Board of Governors nor the other Senate Chairs/Presidents were even aware of the PASSHE Board of Governors Policy 1990-06-A. The former, after all, are the signatories to the July 2010 revision of this policy, while the latter will be deeply affected by the policy's proposals, should they go through as originally outlined.

## **Senate Committees**

- Bylaws (Van Stiefel, Chair)

- This committee continues to revise the Senate bylaws. A list of “problem areas” in the old constitution and bylaws that will require revision has been drawn up.
- Communications (Lynne Cooke, Chair)
  - This committee is in the process of setting up a SharePoint site for the Faculty Senate.
  - Lynne Cooke is meeting with the SharePoint administrator on Monday, Feb. 7 to arrange the site set up, and we expect the site to be “live” within 2 weeks. Lynne has requested to be put on the April Faculty Senate agenda to demo the site.
  - The meeting minutes and presentations can be posted on the site. Plus, folders will be set up for each Faculty Senate committee to facilitate document sharing.
- Faculty Welfare (Sally Winterton, Proxy Chair for Gabrielle Halko and Robin Leonard)
  - This committee has discussed displeasure with the new webmail version of Outlook, including features such as listing together all the dialogue related to a single email and how the program automatically puts a check mark on the email icon in your list keeping that email open and preventing you from moving to another email on the list.
  - Stacie Metz and Tina Alessandria will be sending a survey to all faculty regarding research data analysis programs. The intent is to:
    - Learn which quantitative and particularly qualitative programs faculty use;
    - Ascertain if faculty have their own copies and licensure; and
    - Determine which quantitative programs are most frequently used.
  - Drs. Metz and Alessandria will then approach Dr. Mike's office to inquire about the possibility of purchasing a university license for commonly used programs.
- Student Welfare (Ellie Brown, Chair)
  - This committee continues to focus efforts on the following initiatives:
    - Advocating for including in WCU's strategic plan issues related to student health and well being (Jim Brenner);
    - Addressing issues of students' emotions related to interactions with the Office of Financial Aid (Claire Verden);
    - Advocating for the welfare of student vets (Tina Alessandria); and
    - Developing West Chester University Campus Allies Regarding Emotions of Students (WCU CARES, Ellie Brown).
  - Some highlights of our recent work include:
    - Jim Brenner has been continuing to advocate for issues related to student health and well being to be included the new strategic plan.
    - Claire Verden has been in touch with the Office of Financial Aid and is going to meet with Director Dana Parker to get his thoughts on any specific issues they'd like us to address in the WCU CARES training they've requested for their office staff. Claire is also going to work with Dana to develop a guide for faculty members/advisors about the purpose of the Office of Financial Aid and issues students may encounter when dealing with this office so that faculty members can be better prepared to handle those issues.
    - Mark Cerofeci has been gathering vignettes about actual students' experiences w/the Office of Financial Aid.
    - The new Veterans Center represents a great step forward on issues for student vets. Here's some of what we know so far:
      - Dana Parker, Director of Financial Aid, serves as the Veterans Affairs Liaison for WCU, and he has been very helpful assisting

- Vets with the maze of paperwork and polices related to Financial Aid and GI benefits.
  - Dana is working with a group of Veterans who are interested in bringing the Veterans Student Association (VSA) to WCU. The VSA exists on 300 campuses across the US. Matt Benko is helping and six vets came to a meeting this week to talk about the group formation process.
  - Provost Linda Lamwers has provided financial assistance to help staff the Center with a graduate student.
  - The first task of the Veterans Center will be making sure vets connect with appropriate resources.
  - Tina Alessandria will develop a blurb that faculty can include in syllabi regarding student vets.
  - Ellie Brown is scheduled to facilitate several trainings for WCU CARES:
    - One that is open to all members of the campus community, which Mary Beth Gilboy will assist with;
    - One for faculty in the Psychology Department, which Geeta Shivde will assist with; and
    - One for staff in the Health and Wellness Center.
    - Additionally, the requested training for the Office of Financial Aid will be scheduled.
  - Ellie has met with several people about funding possibilities and has secured sponsorship for WCU CARES from the generous and supportive individuals in charge of the Mental Health Awareness Committee (Kate Pawlowski), Office of Social Equity (Barbara Schneller), and Health Center (Mary Ann Hammond).
- Sustainability (Walt Cressler, Proxy Chair for Heather Sharpe)
  - Heather Sharpe will talk to Dee Giardina about Facilities sustainability initiatives and Royston Gathings about the details of the all-in-one recycling initiative and report back to us at a future meeting.
  - Applications for a new WCU Sustainability Coordinator are due on February 11th.
  - The President signed the University Presidents' Climate Agreement, and plans are underway to guide the university to zero greenhouse gas emissions.
  - Student interns are helping to coordinate the university's assessment of its sustainability efforts through the Sustainability Tracking Assessment & Rating System (STARS).
  - Faculty sustainability "Ambassadors" are planning a workshop for 2012 for integrating sustainability into the curriculum. This is being done in conjunction with Pedagogy for Engagement.
  - Michael Brune, Executive Director of the Sierra Club and WCU alumnus (class of 1993) is coming to campus on March 16th.

Thanks for a productive meeting.

Respectfully submitted,

*Ellie*

Eleanor Brown  
Recording Secretary  
AY 2010/2011