

WCU FACULTY SENATE MEETING		Date: March 7, 2014		
		Time: 2:00 p.m. – 4:00 p.m.		
		Location: FHG Library Room 613		
Facilitator:	Eleanor (Ellie) Brown, President	Type of meeting:	Scheduled Monthly Meeting	
Note Taker:	Stacie Metz, Recording Secretary	Misc.		
Attendees:	<b>Members Present: <i>designated by an X</i></b>			
	Atuahene, Francis	<i>Proxy, T. Seifried</i>	Lawton, Bessie Lee	<i>X</i>
	Bowen, Brian		Li, Huimin (Amy)	<i>Proxy, T. Miller</i>
	Brenner, Jim	<i>X</i>	Martin, Gerardina	<i>X</i>
	Brown, Eleanor	<i>X</i>	Metz, Stacie	<i>X</i>
	Campillo-Fenoll, Marcos	<i>Proxy, P. Newland</i>	Olesen, Bradley	<i>Absent</i>
	Cattano, Nicole	<i>Absent</i>	Onderdonk, Julian	<i>Proxy, R. Kelly</i>
	Cooke, Lynne	<i>Absent</i>	Pierlott, Matthew	<i>X</i>
	Dannessa, Karen	<i>Absent</i>	Reighley, Kim	<i>X</i>
	DeHope, Eli	<i>X</i>	Sanz-Sanchez, Israel	<i>X</i>
	Forbes, Daniel	<i>X</i>	Schugar, Heather	<i>Proxy, K. Crossney</i>
	Fournier, Eric	<i>Proxy, T. Seifried</i>	Shivde, Geeta	<i>X</i>
	Gagne, Marc	<i>X</i>	Smith, Paul K.	<i>Absent</i>
	Gilboy, Mary Beth	<i>X</i>	Staruch, Elizabeth	<i>Absent</i>
	Haggard, Cynthia	<i>X</i>	Stewart, Sarah Kate	<i>X</i>
	Kara, Orhan	<i>Proxy, T. Miller</i>	Williams, Christine	<i>Proxy, S. Metz</i>
	Kenney, Jane	<i>X</i>	Williams, York	<i>X</i>
	Kolasinski, Kurt	<i>X</i>	Winterton, Sally	<i>X</i>
	Interim Senator: James Scythes	<i>Absent</i>		
Adjunct Faculty Rep: Mitchell Goldfarb	<i>X</i>	Student Gov't Rep: TBA	--	
Adjunct Faculty Rep: Jordan Schugar	<i>X</i>	ROTC representative: TBA	--	
<i>Guests in Attendance: Linda Stevenson, Sandy Fowkes Godek, Erin Hill, Debbie Mahlstedt, Lauri Hyers, Chris Stangl, Neil Curtis, and many others</i>				
AGENDA ITEMS				
Topic	Discussion		Action	
Welcome to Senators, Proxies, and Guests (E. Brown)	<ul style="list-style-type: none"> <li>• Introduction of new and old Senate members, proxies, and guests</li> <li>• Minutes of the last meeting were reviewed and approved; (C. Haggard motioned, seconded by M. Gagne, all senators approved)</li> <li>• Reminder to secure a proxy if absent (see September 2013 meeting minutes for proxy list)</li> </ul>			

<p>Presentation by M. Patwell, Director, OSSD (handout provided)</p>	<ul style="list-style-type: none"> <li>• <b>Office of Services for Students with Disabilities (OSSD)</b> – Students with disabilities are encouraged to contact OSSD for assistance and services. Students must have a documented disability and submit appropriate documentation.</li> <li>• <b>Concepts for Universal Design for Learning (UDL)</b> <ul style="list-style-type: none"> <li>- Accommodations can be made for students such as providing extra time for assignments/exams to permit time to process</li> <li>- Inclusive design asserts environments are designed to be inclusive, requiring little continual alteration. Examples of such include: <ul style="list-style-type: none"> <li>* Use of D2L to download syllabus, notes, announcements (helpful for students with attention issues)</li> <li>* Captioning videos for those who are hearing-impaired (policy will go through CAPC – paying for captioning, transfer from VHS to CD, etc.)</li> </ul> </li> <li>- Contact IT dept for questions about captioning at <a href="mailto:ITaccessibility@wcupa.edu">ITaccessibility@wcupa.edu</a> or contact C. Chang at 610.436.3043.</li> </ul> </li> <li>- IT Accessibility webpage discusses ways to maintain a barrier-free information technology environment to students: <a href="http://www.wcupa.edu/infoservices/itaccessibility.asp">http://www.wcupa.edu/infoservices/itaccessibility.asp</a></li> <li>• <b>Questions from Faculty:</b> <ul style="list-style-type: none"> <li>- Any guidelines for visually impaired students? OSSD recommends screen readers and other software to such students. Please encourage students to contact OSSD for options.</li> <li>- Can a student without a documented disability access the OSSD? Some limitations, but they are recommended to contact OSSD for assistance.</li> </ul> </li> </ul>	
<p>Conversation about potential legislation to enable PASSHE schools to become State-related by L. Millhous, WCU APSCUF President (provided handout)</p>	<ul style="list-style-type: none"> <li>• <b>L. Millhous received draft copy of legislation; not formerly presented yet</b> <ul style="list-style-type: none"> <li>- Will go through process in Senate and House, then once passed then reconciled will go to Governor's office</li> <li>- The draft legislation provides for the following roles for faculty and students in the process for becoming state-related: <ul style="list-style-type: none"> <li>* No role for faculty, employees, or alumni</li> <li>* Minimal student role - one student representative on Council of Trustees (CoT)</li> </ul> </li> <li>- The 10-member CoT will vote and if passes, the Chancellor must negotiate the timeline/process with institution president.</li> <li>- What will happen to the CoT if we become State-related? <ul style="list-style-type: none"> <li>* CoT members stay onto their end of term</li> <li>* Governor gets 11<sup>th</sup> appointee to board</li> <li>* As terms are up, they are replaced by appointees by Governor, President of Senate and Speaker of House</li> <li>* 24 additional members will be appointed by the Council for a board of 35 and they will have to report regularly to the State</li> </ul> </li> </ul> </li> <li>• <b>What would a transfer to State-related mean in general?</b> <ul style="list-style-type: none"> <li>-Would keep our state appropriation from last year 49 million</li> <li>-Obligation to keep tuition and fees lower; if the State appropriation is not enough to cover operations, WCU can then increase tuition and fees</li> <li>-Put ourselves in debt with The Commonwealth for 30 years to pay for the property; must provide proof we will be able to pay our debt</li> <li>-Explicit language that WCU would need to pay for portion of pension (SERS/PSERS)</li> </ul> </li> <li>• <b>What would a transfer to State-related mean for our CBA and working conditions?</b> (bulleted points directly from handout) <ul style="list-style-type: none"> <li>- WCU would first become state-related, then a faculty contract would be negotiated (pending union certification)</li> <li>- The provisions of our CBA are protected until June 30, 2015</li> </ul> </li> </ul>	

	<ul style="list-style-type: none"> <li>- The ability of WCU-APSCUF to play a role on campus is uncertain as soon as we become state-related</li> <li>-Anything in our CBA could be changed after that, faculty would be in a concessionary position</li> </ul> <p>• <b>What is in the CBA?</b></p> <ul style="list-style-type: none"> <li>- Article states successor to the state for running the school is obligated to honor the contract</li> <li>- Provisions of CBA protected until expire on June 30, 2015</li> <li>- No mention that the local union would be recognized as representative of faculty</li> <li>- Would need to vote to unionize – may need to be another entity other than APSCUF; would be negotiated at local level</li> <li>- Once contract ends, we would negotiate. Anything in current contract could be changed.</li> <li>- Millhous asserts the importance of asking questions: <ul style="list-style-type: none"> <li>* How to pay?</li> <li>* Would faculty give up sabbaticals or other current conditions of our CBA?</li> <li>* Why is this decision moving so quickly?</li> </ul> </li> </ul> <p>• <b>Concluding Remarks by Millhous:</b></p> <ul style="list-style-type: none"> <li>- If the legislation is passed, it would commence on July 1, 2014 of new fiscal year and WCU could be state-related by August 15, 2014.</li> <li>- APSCUF is against the bill</li> </ul> <p>• <b>Faculty Questions:</b></p> <ul style="list-style-type: none"> <li>- What happens to APSCUF?</li> <li>- If tuition increases, will we be able to keep our same student body?</li> <li>- Will people only get raises for research productivity?</li> <li>- Will faculty pay scales vary more across colleges/departments?</li> <li>- Can we fight this?</li> <li>- Will this bill force the PASSHE system to change and be more fiscally responsible?</li> </ul>	
<p>Conversation about potential legislation to enable PASSHE schools to become State-related by M. Mixner, VP for Admin and Finance</p>	<p>• <b>Budget projection and potential legislation to enable PASSHE schools to become state-related</b></p> <ul style="list-style-type: none"> <li>- Figure displaying revenue and expense trajectory on a Sample PASSHE University 2009-10 through 2014-15: The trajectory illustrates that the revenues are going down and the expenses are continuing to rise.</li> <li>- Figure displaying WCU Fiscal Projections 2014-15 to 2018-19: 46.4 million deficit between revenue and expenditures (with assumptions: appropriation stays same, tuition/fees 3% increase, salary increases, etc.); trajectory is moving in wrong direction</li> <li>- Only Bloomsburg U. and WCU have growing enrollment this past year; most PASSHE institutions in enrollment declines <ul style="list-style-type: none"> <li>* L. Lamwers stated not enough money coming into the PASSHE schools; 1.6 million taken out of what we earned and redistributed to support struggling institutions; this is an unsustainable model of what we currently have</li> </ul> </li> </ul> <p>• <b>Faculty Questions:</b></p> <ul style="list-style-type: none"> <li>- Can we float bonds? No, we need to reduce costs or find other revenue sources</li> <li>- In 2013-14, why were revenue and expenditures equal? Since then there has been level state funding, benefit plans have increased dramatically (underfunded by State), and only 3% tuition increase to offset cost increase. Enrollment growth has helped to offset cost.</li> <li>- Tuition generates 75% of revenue; appropriation &lt;25% of revenue</li> <li>- Would like to see previous years of data when economy was low</li> </ul>	

Conversation about potential legislation to enable PASSHE schools to become State-related by President G. Weisenstein and Provost and VP for Academic Affairs L. Lamwers

- **President Weisenstein discussed the potential legislation to enable PASSHE schools to become State-related and asks what would happen fiscally if we did nothing?**
  - Pros to becoming State-related:
    - \* Sustainable fiscal model for the future
    - \* L. Lamwers reports we will have more control in academic affairs decision-making (e.g., currently a political decision at PASSHE about doctoral programs)
    - \* L. Lamwers states it would reduce construction restraints and delays since we would not need to go through the state construction companies (currently delays in construction projects of Business school and renovation of Mitchell Hall)
  - Cons to becoming State-related:
    - \* WCU will be on own
    - \* May need to push tuition price point
    - \* President will need to lobby state for money
    - \* Will need to develop more HR capacity
- **Council of Trustees (CoT)**
  - CoT asked for input and will be making the decision
  - Input will include hearing from all parts of campus and a feasibility study
  - Weisenstein reports if bill passes and we confirm feasibility, the move out of PASSHE system would take approximately a year
- **Commentary on projected deficit of \$46.4 million in AY 2018-19 (as presented by Mixner):**
  - Deficit continues even with assumption of the 300 student enrollment increase per year
  - Option floated for PASSHE to collect all tuition and redistribute
- **What stimulated this bill?**
  - Dinniman (D. Chester) and Tomlinson (R., Bucks) wanted to drive conversations about concerns about the nature of the system by enabling institutions to move out of system as State-related (not mandatory legislation)
    - \* Dinniman will be at town meeting next week (E. Brown mentioned a tentative date/time: Thursday, 3/13 at 4pm)
    - \* WCU asked to conduct a feasibility study as to how to manage as State-related
    - \* Will have conversations about the decision – Weisenstein reported Faculty, Staff, and Students will have a voice through town meetings with direct access to the CoT members (no specifics yet)
  - PASSHE system holds barriers which must be navigated to make decisions at WCU
  - PASSHE financial crisis with no plan for a sustainable financial future
  - Redistribution of funds will not be a viable solution
  - Would like to see plan for a sustainable fiscal future
  - Bill will drive discussion of options
- **Weisenstein urges faculty to:**
  - Use evidence to guide decision-making
  - Understand consequences of the decision to do nothing vs. move the status to State-related
- **Concern of tuition hikes:**
  - Our tuition would be approximately 8% higher (would not charge as much as Penn State since they are Division I and R01 institution)
  - Faculty comment: Will the perception that we provide the best education for the dollars (matched with the other PASSHE institutions) change and affect college applications/admissions? Availability along with affordability will help to counter such misperception.
  - WCU is in Kiplinger top 100 for value for under \$30,000
- **Alternative models for fiscal sustainability:**
  - Florida has two-tiered system (where Chancellor comes from)
    - \* Tier I – fewer rules/regulations and help from central administration
    - \* Tier II – smaller institutions needing more help from central administration; will have more rules/regulations

	<ul style="list-style-type: none"> <li>• <b>Collective bargaining</b> <ul style="list-style-type: none"> <li>- Weisenstein reports we could continue with APSCUF</li> <li>- Faculty would have a say on local collective bargaining</li> <li>- Lamwers feels collective bargaining is beneficial for faculty and our academic programs</li> </ul> </li> <li>• <b>Philadelphia campus</b> <ul style="list-style-type: none"> <li>- Cheney University has first right to offer a program at the Philadelphia campus</li> <li>- PASSHE would not allow Cheney-WCU partnership to purchase a building</li> </ul> </li> <li>• <b>Faculty Concerns and Questions:</b> <ul style="list-style-type: none"> <li>- Optimistic, but what happens to Graduate Center in Philadelphia?</li> <li>- Meta-level of funding at State; would a different Governor provide a different scenario?</li> <li>- New local Council of Trustees would have larger number of political appointees from remote locations not invested in WCU.</li> <li>- Possibly of losing first-generation students; affordability issue should not be set aside; Feels speculation only increases tuition 8%; feel student body would change and our institutional values would change</li> <li>- Would like discussion about how the political arena (i.e., new chancellor, will impact our values and decisions</li> <li>- Possible loss of bargaining power for faculty; impact on health care costs?</li> <li>- Need to maintain open-process; want more input into this process; faculty want more options and want the ability to influence the process</li> <li>- Quick turnaround stated by L. Millhous, but CoT vote in upcoming fall</li> <li>- Recommend entire CoT to meet with faculty and/or faculty representatives</li> <li>- Recommend decisions are not made over the summer when faculty are on summer break</li> <li>- Need specifics on merit pay and pay differences across colleges?</li> <li>- How do other PASSHE schools feel about the bill?</li> </ul> </li> <li>• <b>Concluding Comments:</b> <ul style="list-style-type: none"> <li>- L. Lamwers encourages faculty to email her with additional concerns</li> <li>- G. Weisenstein reports commitment to have feasibility study and conversations with stakeholders, and that this will be a fair/just process.</li> </ul> </li> </ul>	
Update on Admin Initiatives	<ul style="list-style-type: none"> <li>• <b>Update on Administrative Initiatives:</b> <ul style="list-style-type: none"> <li>- Director of Social Equity (S. Metz): committee convened with Timothy Brown as committee chair, 1<sup>st</sup> meeting on March 6<sup>th</sup></li> <li>- College of Business and Public Affairs Dean (J. Brenner): successfully hired Dr. Michelle Patrick</li> </ul> </li> </ul>	
2013-2014 meetings and topics	<ul style="list-style-type: none"> <li>• Thursday, March 13, 2014, 2-4pm: President G. Weisenstein</li> <li>• Friday, May 2, 2014, 2-4pm</li> </ul>	
Committee Updates	<p><b>Communications:</b></p> <ul style="list-style-type: none"> <li>• Chair: Kurt Kolasinski</li> <li>• <u>Updates:</u> None at this time</li> </ul> <p><b>Faculty Welfare &amp; Ethics:</b></p> <ul style="list-style-type: none"> <li>• <u>Chair:</u> Stacie Metz</li> <li>• <u>Members:</u> Marcos Campillo-Fenoll, Karen Dannessa, Eric Fournier, Mary Beth Gilboy, Cynthia Haggard, Bessie Lawton, Huimin (Amy) Li, Geeta Shivde, Paul Smith, Liz Staruch</li> <li>• <u>Updates:</u> <ul style="list-style-type: none"> <li>- <u>Lack of Faculty Designated Parking on Campus:</u> Discussing writing a letter to Parking Services</li> <li>- <u>Distance Education Concerns:</u> Metz will email L. Millhous about the progress of a solution to increase the response rate of online course SRIS</li> <li>- <u>WCU Cancellation Policy:</u> Discussing about how to respond to administration on their Spring 2014 semester cancellation policy</li> </ul> </li> </ul>	

	<p><b>Membership and Elections:</b></p> <ul style="list-style-type: none"> <li>• <u>Chair</u>: Eli DeHope</li> <li>• <u>Members</u>: Brian Bowen, Julian Onderdonk, Dan Forbes, Gerardina Martin</li> <li>• <u>Updates</u>: None at this time</li> </ul> <p><b>Student Welfare:</b></p> <ul style="list-style-type: none"> <li>• <u>Chair</u>: Jim Brenner</li> <li>• <u>Members</u>: Francis Atuahene, Mitch Goldfarb, Jane Kenney, Brad Olesen, James Scythes, Christine Williams</li> <li>• <u>Updates</u>: None at this time</li> </ul> <p><b>Ad Hoc - Facilities and Sustainability:</b></p> <ul style="list-style-type: none"> <li>• <u>Chair</u>: Sarah Kate Stewart</li> <li>• <u>Members</u>: Heather Schugar, Jordan Schugar</li> <li>• <u>Updates</u>: None at this time</li> </ul> <p><b>Ad Hoc – Strategic Plan:</b></p> <ul style="list-style-type: none"> <li>• <u>Chair</u>: Julian Onderdonk</li> <li>• <u>Members</u>: Eli DeHope</li> <li>• <u>Updates</u>: None at this time</li> </ul>	
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## NEXT MEETING

<b>Day and Time:</b>	Thursday, March 13, 2014 2:00-4:00pm, FHG Library Room 613
<b>Topics:</b>	President G. Weisenstein