

WCU FACULTY SENATE MEETING

Date: October 19, 2017

Time: 3:00 p.m. – 5:00 p.m.

Location: FHG Library Room 613

Facilitator: Heather Schugar, President

Type of meeting: Scheduled Meeting

Note Taker: Dan Forbes, Recording Secretary

Misc.

Members Present: *designated by an X*

Attendees:

Abdesaken, Gerald	<i>Proxy Matt Saboe</i>	Krulikowski, Anne	<i>Proxy Jim Scythes</i>
Belak, Phyllis		Lawton, Bessie Lee	
Benedict, Kristopher	<i>X</i>	Loustau, Erica	<i>X</i>
Bolton, David		Mandel, Deborah	<i>Proxy Barb Harrison</i>
Bowen, Brian	<i>X</i>	Metz, Stacie	<i>X</i>
Brenner, James	<i>X</i>	Olejarski, Amanda	<i>Proxy Michelle Wade</i>
Brown, Eleanor	<i>X</i>	Pierlott, Matthew	<i>X</i>
Burns, Michael		Riley, Kathleen	<i>X</i>
Cherry, Dan	<i>X</i>	Saboe, Matt	<i>X</i>
Daltry, Rachel	<i>Proxy Marie Bunner</i>	Santori, Diane	<i>X</i>
Forbes, Daniel	<i>X</i>	Sanz-Sanchez, Israel	<i>X</i>
Guerriero, Tara	<i>X</i>	Schugar, Heather	<i>X</i>
Haggard, Cynthia	<i>X</i>	Scythes, James	<i>X</i>
Harrison, Barbara	<i>X</i>	Sestrick, Timothy	<i>X</i>
Hill, Erin	<i>X</i>	Van Schooneveld, Jacqueline	<i>X</i>
Kenney, Jane	<i>X</i>	Wilbur, Veronica	<i>X</i>
Kolasinski, Kurt		Williams, York	
Kopacz, Ola		Wiest, Julie	<i>X</i>
Adjunct Faculty Rep: Mitchell Goldfarb	<i>X</i>	Student Gov't Rep: TBA	
Adjunct Faculty Rep: William Sawyer	<i>X</i>	ROTC representative: TBA	
APSCUF Rep: Julian Azorlosa	<i>X</i>		

Guests in Attendance:

AGENDA ITEMS

Topic	Discussion	Action
Welcome to Senators, Proxies, and Guests (H. Schugar)		

<p>Khabeera Calaman, Resource Pantry</p>	<ol style="list-style-type: none"> 1. I'm a graduate social work intern. Goal of the Resource Pantry is holistic, but addresses food insecurity. Serving 125 students just since the start of the semester. 2. We get canned goods and foods from university garden. We now have a refrigerator so that we can take perishables. 3. We assist with learning how to make healthy meals. 4. Female-identified students can get help with professional clothing, including scrubs. 5. We have desktop computers to give out, which can be used by children of students. 6. We provide workshops in financial literacy. 7. WCU Promise Program—students aged out of foster care can stay at WCU 365 days a year. 8. Located in Commonwealth Hall, Jodi Roth Saks runs the Pantry. 9. We are sustainable, hire work-study students. 10. We get some food from the West Chester Food Cupboard. Fraternities and sororities help bring in food. <p>Q: How can faculty help guide students to you? A: We are working out a referral process. Q: Is there transportation support? A: Not all organizations provide that support—that's a great idea!</p>	
<p>Dr. Peter Loedel, Director, Center for International Programs</p>	<ol style="list-style-type: none"> 1. Dr. Loedel familiarized the Senate with the Study Abroad and International Student activities of his office, and invited those interested in efforts concerning internationalization at WCU to dialogue with him. 2. He introduced the American Council on Education's (ACE) Internationalization Lab. WCU competed and were chosen to participate with 10 other universities in the Lab, and he and Dr. Vishal Shah coordinate. The Lab provides a 2-year framework for developing a plan for internationalization. Internationalization will connect to the President's "Toolkit" through Global Engagement, and to the Strategic Plan. 3. Dr. Loedel assembled a Global Leadership Team on campus to help steer the process here, and will form task forces on various elements. A self-study is underway and will continue into the spring. 4. People want to connect internationally, but we need to make good use of limited resources. Please talk with Dr. Loedel or Vishal Shah for more information. 5. We're aiming for a "strategic plan" for internationalization at WCU. Spring or Summer 2019 is projected deadline for this document. 6. Some goals: (1) increase student participation/enrollment; (2) educational experiences beyond just "study abroad," such as internships, service learning, etc.; (3) link with student learning outcomes; (4) promote scholarship for both faculty and students. 7. This is draft form at this point; perhaps we'll want to consolidate these goals. <p>Q: Is there any connection with international presentations by faculty? A: That fits into Goal 4. We might have some funding to help out, though this clearly has to be something that is important for the university. Q: Is there any way to connect this with summer research programs in sciences for students? These will fund students while there, but not getting them there. A: We want to advocate for resources for students engaging in research and service abroad, as these are important experiences for their career development. Q: Any funding for graduate students? A: Global Rams Initiative is for undergrads, and it's a pilot program with several programs to start. The aim is to improve diversity in those students participating in programs abroad. This includes graduate students, and we have small amounts of money for short-term programs and processes for that. This wasn't the case a few years ago! Heather: Do you have a representative on the Strategic Plan Committee? Peter: No. Heather: We do, and can share this info with them if it will help. Peter: Yes!</p>	

	<p>Q: What is sought in the peer-review phase of self-study process?</p> <p>A: It's not peer-review, more supportive—provision of resources and consultants. Susan Sutton from Bryn Mawr is helping with this strategic planning. It's not top-down. Alabama and Arizona are doing self-studies and strategic plans, as well as HBCs and Gallaudet as well.</p> <p>Q: Perhaps faculty success as well as student success should be emphasized as a goal in the global environment.</p> <p>A: I agree!</p> <p>Q: How would transfer credits work in these institutional partnerships? Are you still supporting traditional study abroad?</p> <p>A: These curricular agreements are difficult. Semester-by-semester institutional agreements might be doable.</p>	
<p>Dr. Mark Rimple, APSCUF President and Dr. Jay Azorlosa, APSCUF Corresponding Secretary</p>	<ol style="list-style-type: none"> 1. One year ago today, we were on strike! 2. And we are going to be voting on a contract. The System reached out to us, we made counterproposal, they listened, and negotiations committee has voted to accept. The delegates will vote on whether to submit to the membership. 3. It is a short contract, effectively a fourth-year added to the existing contract. Effective July 1 this year, end of July next year. Includes two raises next year. Restored some faculty development funding. Both sides will work together to get funding increases rather than independently. Side-letter committee on early and/or phased retirement for faculty. This can be cost-saving, and good transition for retiring faculty. 4. Voting on campus should be Nov. 13-15. Only union members may vote. Encourage colleagues to join so they can vote for their own raise! 5. We want to increase adjunct faculty membership. Supreme Court is hearing case relating to fair-share, and it seems likely that the case will eliminate it, and allow for "free riders" on union benefits. It makes things difficult, and so it will help to have as many members as possible. Please encourage adjunct faculty to join—the paycheck deduction is negligible compared with fair-share deduction. 6. One-year contract because of the Supreme Court case. It is not an extension, which is legally different. 7. You've received some emails about evaluation. The sheet about who gets evaluated was corrected. Adjunct faculty must be evaluated twice a semester, so that their work is documented for 11i and 11g purposes. Evaluation forms are updated. 8. Conflict of interest policy makes distinction between five-year review and promotion, as these are different processes. It makes easier to find colleagues to evaluate one another, not as restrictive as it seemed. If you went up for promotion, there's a form that allows you to waive a five-year review if it is only a couple of years later. 9. APSCUF monitors adjunct faculty issues—level of employment, 11g votes, how they are evaluated. 10. Contract says all faculty are evaluated on scholarship, service, and teaching. Nothing changed about that. We've not been in compliance with respect to adjunct faculty. We are to document this. The descriptions for what we document should be appropriate to instructor level. During the strike we emphasized adjunct faculty are colleagues, so we need to come into compliance on that. We cannot simply leave the spaces for scholarship or service blank, because this helps us make the case that adjuncts are not mere "teaching machines." So give credit for what adjuncts are doing. 11. 11i is new—if faculty is full-time adjunct, by May 1 the department has to notify if they will be employed the following fall. It is not a guarantee of full-time employment. Also includes preferential hiring clause: if you've had 60 credits of teaching, good evals, and comparable with someone else seeking work in terms of a qualifications, you are to be preferred. 12. Adjuncts should be invited to department meetings, though not for things concerning their evaluation. <p>Q: Do the adjuncts get the raise?</p> <p>A: Yes. They do not have steps though.</p> <p>Q: Is next five-year review that many years after promotion?</p>	

	<p>A: It will still be on the regular clock.</p> <p>Q: Adjuncts still have the opportunity to challenge their reviews.</p> <p>A: Yes.</p> <p>Q: Do adjunct SOEs need to be rewritten to make sure they are in compliance?</p> <p>A: You can't force a new one until there is a new contract. But it is helpful to be able to document their work, particularly for their professional advancement.</p> <p>Q: 11g votes can be popularity votes because there may not be documentation shared in some departments.</p> <p>A: It is a terrible situation—the contract has nothing to say about that. There's no consistency about this now, but we can encourage chairs to share their policies and we can try to develop best practices advice.</p> <p>Q: Can adjuncts who only teach in summer get reviews?</p> <p>A: I don't know that there is anything that can be done officially that has that weight. Summer is not mentioned in that article. I'll bring this up with State APSCUF.</p> <p>Q: What does "equally qualified" mean in 11i?</p> <p>A: This only applies to adjuncts. This description will come out of the department, and will refer to the course to be taught.</p> <p>Q: Does the Chair continue to be the one that decides on hiring? Or do faculty vote?</p> <p>A: I encourage chairs to forward their hiring policies to us for feedback.</p> <p>Q: What about adjuncts teaching in several departments? Interdisciplinarity should be valued.</p> <p>A: 11g requires the faculty member to be teaching in a single department. APSCUF should look at that.</p> <p>Q: 25% cap and interaction with the ratio relating to class sizes?</p> <p>A: Our push to come into compliance has us under that cap. If class sizes are forced to increase, there will need to be accommodations made for pedagogical effectiveness.</p> <p>Heather: The new PASSHE Chancellor visited. Comments?</p> <p>Mark: She proposed tuition by credit. She is pessimistic about increasing state appropriations, but this is not what is needed in an advocate talking with lawmakers.</p> <p>Q: When will there be a new Chancellor?</p> <p>A: No search has started, and there is no timeline. But the new contract gives them some space to start looking.</p> <p>Q: What voice do faculty have in selecting a new Chancellor?</p> <p>A: I don't know.</p>	
Senate business	<ol style="list-style-type: none"> University searches—Heather and Jim have advocated for Senate to have more of a role in university searches, as we focus on campus climate and other constituencies are focused on their other roles. We've got a Senator on the CDIO search, but not on searches on which historically the Senate has had representation. There has been a change in interpretation about "university-wide" that is new to us. Any ideas for arguments to make the case we should be involved? <p>Israel: Campus climate is our bailiwick; if Senate is not on a search, who will be focusing on campus climate?</p> <p>William Sawyer: Deans have impact on campus climate, and now it's department chairs within the college who are involved. Many of us work with many of the deans.</p> <p>Heather: We've made that case.</p> Call for ad hoc committee on Faculty Senate History <p>Heather: We're often asked for information on what Senate has done; we have documentation for last ten years, but not much before that. Tim Sestrick is interested in chairing this, and there are documentation resources to be looked at.</p> <p>Jim Brenner: Administration is familiar with the Senate constitution and are interpreting it; this work is important for making the case for what the constitution means and how it should be interpreted.</p> <p>Diane Santori: Are these search committees settled?</p> <p>Jim: Yes.</p> <p>Kathleen: What do we mean by "diversity" on these committees?</p> 	

	<p>Heather: We were focused on it being mostly chairs; gender diversity was fair, but racial diversity was weak on some committees. On those committees we looked to ensure there were known advocates for diversity included.</p> <p>Kathleen: If we get Senators on the committee, we can't change that diversity. But we can advocate for more diversity in the name of campus climate.</p>	
Liaison reports	<ol style="list-style-type: none"> 1. Presidential Cabinet liaison – Jim Brenner—Mark Pavlovich has quietly left WCU, having retired. Relationship with the WC borough has been tense. 2. LGBTQA advocacy committee - Dan Forbes – met earlier this week. Tiffany Gray will start as new Director of LGBTQA Services in Nov. 13, so usual programming is on hold until she starts. Update on preferred name policy: it should be formally approved very soon, and effective spring semester. Students can fill out a form through the registrar's office that will allow them to have a preferred name that will show up on PeopleSoft and D2L, though not on payroll or academic transcripts where legal name is still required. Students will also be able to have their preferred name on their diploma! Philadelphia campus bathroom update: there is now a gender-neutral bathroom! Thanks to faculty senators and others who helped with addressing these student and faculty welfare issues. 3. CCIT – Erin Hill—Met last Friday, talked about Matthew 24, who were here for two days. Response this time around was better in terms of student reaction; student government had a lot to do with this. Matthew 24 because it didn't get a lot of reaction left after two days. Interest in being more proactive, "Just Act" starting in spring. Protocol for hate and bias reporting is under discussion. 4. Faculty mentoring - Julie Wiest – No report. 5. Sustainability advisory – Kurt Kolasinski and David Bolton – No report. 6. University Forum – York Williams – No report. 7. APSCUF - Cynthia Haggard – APSCUF and SGA doing a pumpkin carving contest day before Halloween; adjunct lunch on 10/31. 8. Multicultural Faculty Commission- – Israel Sanz Sanchez– No report. 10. ADA – Matt Pierlott– Not met yet; not clear if there are even meetings being scheduled. 11. Budget review committee- Heather – Met this week; budget looks promising. 14. Presidential Commission on Status of Women – Bessie Lawton, Kathleen Riley, Barbara Harrison—There is a lactation survey circulating, faculty, staff, and students should participate. Existing lactation rooms are uninviting; we're hoping for funding for refrigerators and electrical outlets, or even decorations. Women of Color needs programming, we'll be soliciting help from departments. 15. Student government— No report. 16. Vice Provost for Research and Creative Activities Search Committee – Israel Sanz-Sanchez— Met a few weeks ago. Met with campus-wide search committees. There's a firm handling logistics. There is a calendar, and out is close to being out; airport interviews during first week of January, on-campus in February. Senate has a role in this being vice provost rather than vice president—to make sure the position was linked with Academic Affairs, since it has been perceived as disconnected from other campus units. 17. CDIO Search Committee – Bessie Lawton and Dan Forbes—No report. 18. Strategic Plan Draft Goal Committee – Heather Schugar—Let me know if you would like to see anything in the plan. 19. WCU Council – Heather Schugar—We don't know what this is, though it might be a new iteration of the now defunct President's Council. 20. Parking Task Force –Jim Scythes—Soon many faculty spots will be removed. First meeting will be next week. Send me your ideas. 	
Committee Reports	<p>Faculty Welfare – <i>Senator Debi Mandel (Chair)</i> Student Welfare – <i>Senator Jim Brenner (Chair)</i> Membership and Elections – <i>Senator Bessie Lawton (Chair)</i> Communications – <i>Senator Kurt Kolasinski (Chair)</i> Research – <i>Senator Israel Sanz-Sanchez (Chair)</i> Senate History – <i>Senator Tim Sestrick (Chair)</i></p>	
Committees	<p>Committee meeting: <i>Faculty welfare and ethics</i> - Chair: Debi Mandel, Members: Diane Santori, Stacie Metz, Veronica</p>	

	<p>Wilbur, Phyllis Belak, James Scythes, Amanda Olejarski, Tara Guerriero, Cynthia Haggard</p> <p><i>Student welfare</i> - Chair: Jim Brenner, Members: Mitch Goldfarb, Kathleen Riley, Julie Wiest, Barbara Harrison (McPherson), Michael Burns, Rachel Daltry, Tim Sestrick</p> <p><i>Communications</i> - Chair: Kurt Kolasinski</p> <p><i>Research</i> - Chair: Israel Sanz-Sanchez, Members: Kurt Kolasinski, Erin Hill, Bill Sawyer, Anne Krulikowski, Kristopher Benedict, Dan Cherry</p> <p><i>Membership</i> – Chair: Bessie Lawton</p>	
Senate Exec Committee	<p>President: Heather Schugar Vice President: Bessie Lawton Recording Secretary: Dan Forbes Corresponding Secretary: Kurt Kolasinski At-Large Members: Matthew Pierlott and Erin Hill Immediate Past President: Jim Brenner</p>	
	5 pm adjournment	
NEXT MEETING		
Day and Time:	Friday, November 17, 3-5 pm	
Topics/ Presenters:	Dr. Cheryl Neale-McFall, <i>Academic Mothers data</i>	