

<h1 style="margin: 0;">WCU FACULTY SENATE MEETING</h1>	<b>Date:</b> October 19, 2018
	<b>Time:</b> 3:00 p.m. – 5:00 p.m.
	<b>Location:</b> FHG Library Room 613

<b>Facilitator:</b>	Heather Schugar, President	<b>Type of meeting:</b>	Scheduled Meeting
<b>Note Taker:</b>	Dan Forbes, Recording Secretary	<b>Misc.</b>	

<b>Attendees:</b>	<b>Members Present: <i>designated by an X</i></b>			
	Benedict, Kristopher	<i>X</i>	Mandel, Deborah	<i>X</i>
	Bolton, David	<i>Proxy Orkideh Mohajeri</i>	Metz, Stacie	
	Brenner, James	<i>X</i>	Moriconi, Christine	<i>X</i>
	Burns, Michael		Olejarski, Amanda	<i>X</i>
	Cherry, Dan	<i>X</i>	Pierlott, Matthew	<i>X</i>
	Cooke, Laquana		Riley, Kathleen	<i>X</i>
	Daltry, Rachel	<i>X</i>	Saboe, Matt	<i>Proxy Dan Forbes</i>
	Forbes, Daniel	<i>X</i>	Santori, Diane	<i>Proxy Kathleen Riley</i>
	Guerriero, Tara	<i>X</i>	Sanz-Sanchez, Israel	<i>X</i>
	Haggard, Cynthia	<i>Proxy Orkideh Mohajeri</i>	Schugar, Heather	<i>X</i>
	Harrison, Barbara	<i>X</i>	Scythes, James	<i>X</i>
	Hill, Erin	<i>X</i>	Sestrick, Timothy	<i>X</i>
	Houser, Mary	<i>X</i>	Tennille, Julie	<i>X</i>
	Junius, Premalatha	<i>X</i>	Van Schooneveld, Jacqueline	
	Kolasinski, Kurt	<i>X</i>	Wade, Michelle	<i>X</i>
	Krulikowski, Anne	<i>X</i>	Wilbur, Veronica	<i>X</i>
	Lawton, Bessie Lee	<i>X</i>	Williams, York	
	MacPhee, Graham	<i>X</i>	Wiest, Julie	<i>X</i>
Adjunct Faculty Rep: Ann Hiloski-Fowler	<i>X</i>	Student Gov't Rep: Noelle Race	<i>X</i>	
Adjunct Faculty Rep: William Sawyer	<i>X</i>	ROTC representative: TBA		
APSCUF Rep: Julian Azorlosa				
<i>Guests in Attendance:</i>				

<b>AGENDA ITEMS</b>		
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Topic	Discussion	Action
Welcome to Senators, Proxies, and		

<p>Guests (H. Schugar)</p>		
<p>Dr. Tracey Ray, <i>Chief Diversity and Inclusion Officer</i></p>	<ol style="list-style-type: none"> <li>1. I started here this past May. Social psychologist by training, and 19 years of administrative service. I've overseen faculty, staff, and student diversity in previous administrative position at NC State. Diversity and inclusion are part of everything.</li> <li>2. We have a new organizational chart for Office of Diversity and Inclusion. We're going to hire a new assistant director, and we have a new staff member for database and compliance information.</li> <li>3. We've updated the mission; WCU is doing amazing things, and we can be a national leader in inclusive excellence. We will be monitoring campus climate, ADA, Title IX, and improving faculty, staff, and student diversity. We have space needs, something more ADA-friendly; we're at University Ave. now, but we'll be moving into Graduate Social Work's current space (shared with Sustainability).</li> <li>4. Higher Education Excellence in Diversity Award (HEED Award) is a standard for excellence in diversity. We submitted an application this past summer; we were not a recipient this year, but it provided us with a benchmark and a lot of useful data. (Millersville, Widener, Swarthmore received it.) I'm confident we can get this award in the future.</li> <li>5. University Forum Grant is a way to start new initiatives, and provides an argument for requesting permanent funding. Jackie Hodes has been a leader in diversity training, and we'd like to build on that. Faculty engagement with diversity and inclusion is high on this campus, and we hope to keep faculty as key partner.</li> <li>6. We'd like to do a Campus Climate Survey for 2019-20; in past there's been one survey, but we'd like to consider distinct surveys to capture differences between faculty, staff, and students.</li> <li>7. Aspirational goal of Building Future Faculty initiative; we create structure, but departments drive this. We've worked on University Strategic Plan goals for diversity; our committee is still reviewing these in draft.</li> <li>8. We'd like to develop a membership in National Center for Faculty Development &amp; Diversity; we are planning to commit to a 2-year membership, which is a resource for all faculty and graduate students.</li> <li>9. In spring we'll be launching a survey, National Assessment of Collegiate Campus Climates, a survey for students, which is a brief web survey.</li> </ol> <p>Q: Is that survey voluntary, and do we pay?</p> <p>A: Yes, both. We applied for a whole university survey; there's also a health one that we'd like to do for the future with Nursing.</p> <p>Q: We will get a sexual misconduct advocate?</p> <p>A: We are proposing a broader Title IX model, which would include various coordinators in different areas. Now the only confidential reporters are Counseling Center and Health Center; new advocates would not be confidential reporters.</p> <p>Q: Why did we lose confidential reporters? National or local decision?</p> <p>A: I don't know. I'll have to look into that.</p> <p>Q: How can we help with your initiatives?</p> <p>A: The big one is the Strategic Plan Goals. We need to promote learning about diversity and living diversity. We need to learn about best practices and share them.</p> <p>Q: What are the objectives for the first Strategic Plan diversity goal, increasing self-awareness?</p> <p>A: Josh Auld and Rodney Mader have been looking at these goals with respect to FYE courses—a module or experiential opportunities exposing students to domestic and global diversity. FYE instructors would have access to these as resources. "Co-curricular transcripts" can include aspects of this as well—study abroad, service learning, etc.</p> <p>Q: How do we engage the entire campus community? It seems like it's the same groups of faculty involved in these programs.</p> <p>A: We have a drafted possible goal relating to faculty and staff assessment for diversity in their work. We'd like to leverage traditions—SGA has a diversity week; NC State developed one that has been very divisive. There's interest in social justice—perhaps we do awareness in the fall,</p>	

	and action in the spring. There are a lot of possibilities. We may need to emphasize collaboration to prevent faculty doing too much! I welcome your ideas and feedback.	
Dr. Christine Moriconi, Dr. Don McCown, Center for Contemplative Studies	<ol style="list-style-type: none"> <li>Christine: I'm co-director with Don. We have a space in Ehinger Gym Annex. Missions: Educational experience locally and internationally. We host internships, student programming all day. We'd like to encourage campus culture to welcome many traditions and practices.</li> <li>Don: We have an interdisciplinary minor. 18 credits; students study meditation and the science and health effects behind it. Stress management, yoga or Tai Chi and the philosophical backgrounds of these, therapeutic uses and positive psychology. We have a graduate certificate in Applied Mindfulness. 12 credits of courses based on mindfulness stress reduction. We want to bring folks from the community into the course. This too is interdisciplinary.</li> <li>Christine: We host RAM recovery—a student service. We've also done workshops for folks in the community.</li> </ol> <p>Q: Open to interns from Graduate Social Work?</p> <p>A: Yes! We also have a conference and retreat in the spring about contemplative practices in education. We're hoping to include Lincoln and Cheyney.</p> <p>Q: What about psychology?</p> <p>A: We're open to that too! Any interns or volunteers do mental health training. We'd like more faculty help and involvement in the Center.</p>	
Senate business	<ol style="list-style-type: none"> <li>Approval of minutes for September 14, 2018—approved.</li> <li>Campus Climate update—Heather: Chancellor is visiting on Oct. 30. I'll meet with him to represent Senate. There will be a meeting from 3-4:30pm in Philips Autograph Library that is open. He has no plans to close any universities in the system. He is coming to learn about WCU and how our needs may differ from other system schools. It would be important to share what we know is unique about WCU.</li> <li>Sexual Harassment Policy—Heather: Julie Wiest and I met with President Fiorentino and had a positive conversation surrounding this. We brought up concerns about policy being more focused on students, and there not being policy specifically for faculty. He thinks Dr. Ray and Senate should be leading on this. We will be holding a meeting—if you have suggestions or would like to volunteer, let me know.</li> <li>Deborah: Other universities have punitive policies and specific sanctions; ours is comparatively benign, and no current sanctions. Incidents that have come up here haven't been adequately addressed. This would be part of the CBA.</li> <li>Heather: We now have a Graduate School (replacing Graduate Studies). I have heard that we are likely to be moving into Research 3 status as early as this spring. This will increase costs to libraries and things like that. Graduate School has two pieces, one of which is admissions and the other is the business of the school. Deborah: Does this change our research requirements? Heather: There have been conversations about possible graduate faculty status.</li> <li>Heather: There are concerns about the role the Graduate School will have in the approval of doctoral projects, for example. There's desire to grow in graduate education, which causes concern about pressure to produce programs. Bill: Would this change teaching load? Heather: If you teach all graduate, nine credits is a full teaching load. There's a lot of differences in these programs, and not a lot of clarity right now. If you hear something or have concerns, we'd like to hear them.</li> </ol>	
Liaison reports	<ol style="list-style-type: none"> <li>Presidential Cabinet liaison – Senator Jim Brenner: I've not been invited recently; please bring this up with the President. Council of Trustees—Old Library has been approved for renovation. School of Music now has a name.</li> <li>Strategic Plan – Diversity/Inclusion – Senator Heather Schugar: You'll get requests for feedback soon; Learning – Senators David Bolton and Israel Sanz-Sánchez: Committee was divided into subcommittees, these are meeting right now with deadline of a couple of weeks. I am on Research subcommittee; Engagement – ?, Personal &amp; Professional Development – Senator Jim Brenner: Final draft was completed and is going on to Cabinet; Sustainability – ?</li> <li>CHS Dean Search - Senator Jim Brenner: We have three candidates, Oct. 30, 31, Nov. 1 are days for campus visits. Open forums are 9:00-9:30am on each day. Please attend to</li> </ol>	

	<p>represent Senate if you can. Heather: Can you ask for the schedule to be sent as soon as possible?</p> <ol style="list-style-type: none"> <li>4. HR Search – Senator Julie Wiest: We have a committee, ten persons. There’s a search firm involved; first meeting should be scheduled soon.</li> <li>5. Title IX Search – Senator Erin Hill: No updates. Should be meeting next week.</li> <li>6. LGBTQA Advocacy – Senator Dan Forbes: I missed the last meeting, but it looks like things are active. Can someone take over as liaison? Julie Tennille: I’ll take over as liaison.</li> <li>7. Campus Climate Intervention Team – Senator Erin Hill: Wasn’t able to make last meeting, but Ellie Brown updated me. There was an incident in Schmidt Hall where someone entered and students posted on social media, which was picked up by news. Some discussion about how to discourage students from spreading alarming information. Some discussion of students posting harassing comments on pro-Trump signage in residence halls. Heather: Why is CCIT interested in keeping this information from spreading? Erin: It’s a matter of what’s the appropriate amount of information to spread. Rachel: The Timely Warning was not informative. Jim: There is a Public Safety Director search coming soon. Heather: Anyone on that committee?</li> <li>8. Faculty Mentoring Committee – No current liaison.</li> <li>9. Sustainability Advisory Council – Senator Kurt Kolasinski: Wednesday at noon talks in Sykes 201. There will be likely a second round of grant applications, look for those soon.</li> <li>10. ADA – Senator Matt Pierlott: No report. First meeting is Tuesday.</li> <li>11. University Forum – Senator York Williams (not present)</li> <li>12. APSCUF – Senator Cynthia Haggard</li> <li>13. Multicultural Faculty Commission (MFC) – Senator Israel Sanz-Sanchez: We will be meeting soon to get liaison reactivated.</li> <li>14. Council for Diversity, Inclusion and Academic Excellence –</li> <li>15. Budget Review Committee – Senator Kurt Kolasinski: Finally met. The committee wants the word spread: WCU while providing back-office support to Cheyney is not interested in taking over Cheyney. There is contractual language that allows WCU to exit this support contract. WCU is only PASSHE university to increase its enrollment for last three years.</li> <li>16. President’s Commission on the Status of Women – Senator Kathleen Riley: Met today. Three subcommittees. We’re working with Dr. Ray. Internship being offered for women, to work at a social service agency. Women of Color day is being planned. Bessie: Dr. Ray in planning campus climate studies is looking into an ad hoc committee to work on that; we should offer to be involved.</li> <li>17. Civility Award – Senator Graham MacPhee: I enjoyed serving on this.</li> <li>18. Student Government Association – Noelle Race: No report. Homecoming preparations are underway.</li> <li>19. LMS Advisory Committee – Senator Dan Forbes: Two changes to D2L: quizzes now autosave; there is a “Navigating Digital Learning” page in D2L under “Orientation” that has tutorials on various D2L functions for students to use. You can instruct students to do these orientations and earn a badge that they can show to you. Let me know if you have any issues you would like me to take back to the committee. Bill: There’s supposed to be an upload for clicker information, and the instructions are wrong.</li> <li>20. Parking Task Force – Jim Scythes: Went to meeting yesterday. We brought up parking issues discussed at APSCUF meeting. M1 lot is just faculty, but commuters are angry about this. Five new spots are being added to M lot. Thirteen rideshare spots around campus. On average 8 of 13 spots are used. There’s talk of increasing this number (in some lots there is just one). Please sign up for Ride Amigos. Jim Brenner: Rideshare spots are sometimes just employee, sometimes employee or commuter. Jim Scythes: There’s also talk about using Cheyney parking.</li> </ol>	
Committee Reports	<p>Faculty Welfare/Ethics – Senator Deborah Mandel (Chair): We’re working on maternity/paternity leave.</p> <p>Student Welfare – Senator Julie Wiest (Chair): No updates.</p> <p>Membership and Elections – Senator Bessie Lawton (Chair)</p> <p>Communications – Senator Kurt Kolasinski (Chair)</p>	

	Research – Senator Israel Sanz-Sánchez (Chair): We met with Nicki Bennett; we are going to continue to meet with her to provide support.	
Committees	<p>Committee meeting:</p> <p>Faculty Welfare and Ethics - Chair: Israel Sanz-Sanchez, Chris Moriconi, Tim Sestrick, Michelle Wade, Cynthia Haggard, Kathleen Riley, Debi Mandel, Matt Pierlott, Amanda Olejarski</p> <p>Student Welfare - Chair: Julie Wiest; Jim Brenner, Rachel Daltry, Tara Guerriero, Mary Houser</p> <p>Communications - Chair: Kurt Kolasinski</p> <p>Research- Chair: Israel Sanz-Sánchez, David Bolton, Erin Hill, Anne Krulikowski, Bill Sawyer, Kurt Kolasinski, Prima Junius, Laquana Cooke, Dan Cherry</p> <p>Membership and Elections – Chair: Bessie Lee Lawton</p>	
Senate Exec Committee	<p>President: Heather Schugar</p> <p>Vice President: Bessie Lee Lawton</p> <p>Recording Secretary: Dan Forbes</p> <p>Corresponding Secretary: Kurt Kolasinski</p> <p>At-Large Members: Erin Hill and Julie Wiest</p> <p>Immediate Past President: Jim Brenner</p>	
	5 pm adjournment	
<b>NEXT MEETING</b>		
<b>Day and Time:</b>	<p>Open Forum with President, Provost, and Deputy Provost: Nov. 26, 3-4pm</p> <p>Full Senate Meeting: November 30, 3-5 pm</p>	
<b>Topics/ Presenters:</b>		