

WCU FACULTY SENATE MEETING

Date: December 6, 2013

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:	Members Present: <i>designated by an X</i>			
	Atuahene, Francis	<i>X</i>	Lawton, Bessie Lee	<i>X</i>
	Bowen, Brian	<i>Proxy, Andrew Crossett</i>	Li, Huimin (Amy)	<i>X</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>X</i>	Olesen, Bradley	<i>Absent</i>
	Cattano, Nicole	<i>X</i>	Onderdonk, Julian	<i>X</i>
	Cooke, Lynne	<i>Absent</i>	Pierlott, Matthew	<i>X</i>
	Dannessa, Karen	<i>X</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, Kristen Crossney</i>
	Fournier, Eric	<i>X</i>	Shivde, Geeta	<i>X</i>
	Gagne, Marc	<i>X</i>	Smith, Paul K.	<i>X</i>
	Gilboy, Mary Beth	<i>X</i>	Staruch, Elizabeth	<i>X</i>
	Haggard, Cynthia	<i>X</i>	Stewart, Sarah Kate	<i>Absent</i>
	Kara, Orhan	<i>Proxy, Huimin Li</i>	Williams, Christine	<i>Proxy, Chris Moriconi</i>
	Kenney, Jane	<i>X</i>	Williams, York	<i>X</i>
	Kolasinski, Kurt	<i>X</i>	Winterton, Sally	<i>Proxy, Cynthia Haggard</i>
	Interim Senator: James Scythes	<i>X</i>		
Adjunct Faculty Rep: Mitchell Goldfarb	<i>X</i>	Student Gov't Rep: TBA	--	
Adjunct Faculty Rep: Jordan Schugar	<i>Proxy, Stacy Esch</i>	ROTC representative: TBA	--	
<i>Guests in Attendance: Thomas Seifried</i>				

AGENDA ITEMS

Topic	Discussion	Action
<p>Welcome to Senators, Proxies, and Guests (E. Brown)</p>	<ul style="list-style-type: none"> • Introduction of new and old Senate members, proxies, and guests • Minutes of the last meeting were reviewed and approved; (C. Haggard motioned , seconded by P. Smith, all senators approved) • Reminder to secure a proxy if absent (see September 2013 meeting minutes for proxy list) • Minute of silence for Nelson Mandela 	
<p>Presentation by Provost, Dr. Linda Lamwers</p>	<ul style="list-style-type: none"> • Retrenchment: <ul style="list-style-type: none"> - Retrenchees have preferred rights under the Collective Bargaining Agreement (CBA); retrenchee applicant needs to be minimally qualified for the position; arbitrations currently in progress - <u>Retrenchment Process:</u> Retrenchee applications go to President > Applications forwarded to Department for review and recommendation to President > President reviews and provides recommendation (with input from Lamwers) > Labor Relations in Harrisburg reviews decision - If multiple retrenchees, review candidate with most seniority first (preference for those with seniority) - Approximately 48 ongoing faculty searches - Example: <ul style="list-style-type: none"> *If a retrenchee is hired into a WCU department with 15 years of experience at their own institution, s/he would come into WCU only slightly higher than new tenure-track hire; in other words, the retrenchee would not supersede the seniority of current faculty in department * According to CBA, if the retrenchee is a full professor at the top of the scale, can be brought in as associate professor at bottom of scale. - Rights extend to full-tenure track hires and temporary hires - Statement of Expectations for new retrenchees must be consistent with the WCU department Statement of Expectations. • Fiscal Issues: <ul style="list-style-type: none"> - Audit results: The 7 PASSHE campuses retrenching are also currently under audit review for fiscal mismanagement issues. - Lamwers appointed to Appropriations Committee; BOG distributed our money (acquired from performance funding, enrollment, etc.) to other schools. Lamwers asserts it is an unsustainable model in PA with personnel and operating costs exceeding tuition. When Lamwers started at WCU, for every \$1 WCU put in, WCU would get \$2 from state; now: for every \$1 WCU puts in, WCU gets 24 cents from state. - Alternative tuition plans to be submitted to cabinet in next Friday, 12/13/13. Proposal to shift to a per credit model thereby moving credit fees from students taking more than 12 credits to support for low-income, Pell Grant students. Lamwers is applauded for supporting an equitable distribution model. BOG would need to approve this proposal. Another proposal exists to increase enrollment at the Philadelphia campus. - BOG globally sets a number of fees across PASSHE institutions (such as Tech fees); Council of Trustees would like more local control of fee setting; Parking fees currently not self-supporting. - Research/scholarship not in the WCU mission statement although faculty are required to have 35% research/scholarship in their statement of expectations. WCU mission not reviewed during last Academic Review, but Lamwers agrees it is an appropriate time to have the mission reviewed. Lamwers will raise the issues at next President's Meeting. She is optimistic that the money put into faculty scholarship will be well-used to make the argument the dollars are important for faculty professional development. • Weapons Policy <ul style="list-style-type: none"> - PASSHE system providing guidance on the policy - WCU has campus safety and police on campus; WCU runs active shooter crisis simulations with public safety coordinating the simulations (Lamwers part of active shooter crisis simulations) - When asked if it would be recommended to send our resolution to the BOG and/or new Chancellor, Lamwers stated she did not recommend sending the Weapons Policy resolution to the BOG nor to Chancellor until in office longer. 	

	<ul style="list-style-type: none"> • New Chancellor <ul style="list-style-type: none"> - Has identified duplication of services across PASSHE campuses - Recommends students to take more courses through distance education - Envisions consolidated services across PASSHE campuses • Anticipated Enrollment Growth in Future <ul style="list-style-type: none"> - Anticipate growth by <u>300 students per year over next 4-5 years (to 17,000)</u>; This increase is not an increase in new freshman or transfer students, but an increase due to student retention and graduate student growth. Lamwers is aware of the faculty office and classroom constraints. - Possible mechanisms for growth: <ul style="list-style-type: none"> * Philadelphia site: during day/evening (OCR prohibits competing programs with Cheney University) * Distance Education - Data compiled on how many students were not admitted but were well-qualified. Satellite campus with specific programs may help to resolve this need. - Graduate education growth advisory committee (J. Osgood as lead; Geeta Shivde is member) created to start conversations about what doctoral programs to offer, what programs to offer at the Philadelphia site, what graduate programs can grow, etc.; Contact Geeta if with graduate program concerns. 	
<p>Presentation by NCAA Faculty Athletics Rep Dr. Craig Stevens</p>	<ul style="list-style-type: none"> • Role of the WCU's Faculty Athletics Representative (FAR), Dr. Craig Stevens <ul style="list-style-type: none"> - Serve as liaison between institution and athletics department - Advocates for well-being of student-athletes - Advises the President and upper administration on athletic trainers - Audit the athletic department and have oversight responsibilities on NCAA compliance, scholarships, etc. • WCU is a NCAA Division II institution with membership focused on an "academic first" philosophy committed to "preparing student-athletes to be professional in something other than sports." <ul style="list-style-type: none"> - WCU average athletic scholarship is less than \$3000; most receive some financial aid; no one is on a full-ride; many have no athletic funding; < \$860,000 of scholarship money awarded in 2011-12 - Number of sponsored sports: 10 men's and 13 women's - Student-athletes demonstrate GPAs comparable or slightly higher than their non-student-athlete counterparts • WCU Excused Absence Policy for University Sanctioned Events <ul style="list-style-type: none"> - Undergraduate students participating in University-sanctioned events such as ... athletic events,... will be granted an excused absence(s) by the respective faculty members for class periods missed. Students will be granted the privilege of taking, at an alternative time to be determined by the professor, scheduled examinations or quizzes that will be missed. Students must submit original documentation on University letterhead signed by..., coach (or athletic director) ...detailing the specifics of the event in advance. • Priority Registration Policy (conflict avoidance scheduling) <ul style="list-style-type: none"> - Enables student-athletes and other students with scheduling needs to register prior to the general student population thereby avoiding conflicts between classes and athletic activities. - Single course sections within 3:30-6pm are difficult for student-athletes. - If two sections, please make effort to place one course section outside the 3:30-6pm time slot. • Mid-Semester Reports <ul style="list-style-type: none"> - Mid-semester reports are compiled by Assistant Athletic Director K. Milliner and disseminated to the respective coaches for remediation. - Remediation includes mentoring where the student-athlete are assigned a mentor (a graduate student) and must meet with the mentor on weekly basis. 	

	<ul style="list-style-type: none"> - Mentors requested grades from faculty in the past. In response to potential issues of confidentiality posed by senators, C. Stevens reported K. Milliner plans to create a release form that student-athletes will sign allowing discussion of academic performance with members of the athletics department including mentors. He also noted that they feel using graduate students as mentors is appropriate since it mirrors the use of graduate students employed by the LARC. A list of mentors will be sent to each department chair informing them of the athletic department mentors and faculty can then check with chair if concerns. <p>• If you have any questions or issues with student-athletes or the athletic program, please contact:</p> <ul style="list-style-type: none"> - Dr. Craig Stevens, Associate Professor of Kinesiology and WCU NCAA Faculty Athletics Representative (FAR) at cstevens@wcupa.edu or 610-436-2386. - Dr. Ed Matejkovic, Athletic Director, at ematejkovic@wcupa.edu or 610-436-3555. - Ms. Kellianne Milliner, Assistant Athletic Director, Senior Woman Administrator, and Compliance Officer, at kmilliner@wcupa.edu or 610-436-3573. 	
<p>Current Business Items (E. Brown)</p>	<p>• Update on Administrative Initiatives:</p> <ul style="list-style-type: none"> - Associate Vice President for Academic Affairs and Dean of Graduate Studies (M.B. Gilboy): Completed – Lorraine Bernotsky hired - College of Business and Public Affairs Dean (J. Brenner): currently reviewing candidates during finals week; airport interviews in February; campus interviews around Spring Break <p>• Sexual Misconduct Policy:</p> <ul style="list-style-type: none"> - When Barb Schneller is contacted about an incident, the student victim is connected with resources but it is at the discretion of Barb Schneller to pursue an investigation - J. Brenner and E. DeHope went to a November SGA meeting and reported there was general lack of awareness about policy change <ul style="list-style-type: none"> *How do faculty talk about the sexual misconduct mandatory reporting policy before a student discloses information *Clarification needed on if RA's and GA's are considered employees - Office of Social Equity informational/educational campaign to begin in early February 2014 - Barb Schneller coming to next full Senate Exec Meeting to clarify the policy, education efforts, and its implementation <p>• Weapons Policy:</p> <ul style="list-style-type: none"> - President and Provost do not recommend sending resolution to Chancellor and/or BOG - Encourage faculty to check email in case the BOG meeting over break includes the Weapons Policy on the agenda 	
<p>Campus Climate Reports</p>	<p>• LGBTQA (Dan Forbes, Faculty Senate Liaison)</p> <ul style="list-style-type: none"> - Many campus events, but few faculty in attendance – LGBTQA Allies receive email alerts - LGBTQA Ally Training Program for faculty/staff/students: training dates/times available at: http://www.wcupa.edu/services/stu.lgb/ally.asp; attend yourself or encourage your students to register for a training session online - 40th anniversary of LGBTQA organizations on campus – contact the LGBTQA Ally group for more information (Website: http://www.wcupa.edu/services/stu.lgb/; Aneesah Smith, Assistant to the Vice President for Student Affairs for LGBTQA Services and Special Projects, asmith4@wcupa.edu) - Number of Speak-Outs have decreased – faculty are encouraged to respond to emails and schedule Speak-outs in their courses <p>• Campus Climate Intervention Team (CCIT) (G. Martin, Faculty Senate Liaison)</p> <ul style="list-style-type: none"> - Feb 14-15: film <i>First-Generation</i> <p>• Faculty Mentoring Committee (J. Onderdonk, Faculty Senate Liaison)</p> <ul style="list-style-type: none"> - New faculty have been recently matched with senior faculty - Onderdonk unable to attend meetings due to schedule conflict and encourages another senator to become the Faculty Senate Liaison – contact Ellie Brown if interested 	

	<ul style="list-style-type: none"> - Senators are invited to become faculty mentors • Mental Health Awareness Committee (E. Brown, Faculty Senate Liaison) <ul style="list-style-type: none"> - Senators are invited to become the Mental Health Awareness Committee Liaison – contact Ellie Brown if interested • Sustainability Advisory Board (K. Stewart, Faculty Senate Liaison) <ul style="list-style-type: none"> - No update • Space Allocations Committee (F. Atuahene, Faculty Senate Liaison) <ul style="list-style-type: none"> - New site on D2L where members can get updates; - New system for choosing courses and requesting specific classroom assignments • ADA (M. Pierlott, Faculty Senate Liaison) <ul style="list-style-type: none"> - Include captions on videos (or include script) to better accommodate students with hearing loss - Course attendance/lateness policies: some students with disabilities may have difficulty getting to class on-time due to bus/elevator time constraints – flexibility with these students is requested • University Forum (M. Campillo-Fenoll, co-chair; Faculty Senate Liaison) <ul style="list-style-type: none"> - Call for proposals in Spring 2014; majority of current proposals are LGBTQA related with others on sexual assault, students with disabilities; co-chairs are always available to review proposals to increase the chances of acceptance • Multicultural Faculty (I. Sanz-Sanchez, Faculty Senate Liaison) <ul style="list-style-type: none"> -No new updates • APSCUF (G. Martin, Faculty Senate Liaison) <ul style="list-style-type: none"> -Millhous supports the Faculty Senate if we wish to send resolutions to BOG/Chancellor on Weapons and Sexual Misconduct Policies - Millhous also supports and will look into the possibility of including “research/scholarship” into the WCU mission • Strategic Plan Continuing Assessment Committee (E. DeHope,) <ul style="list-style-type: none"> -Assessment Committee – how will the goals/objectives be operationalized and funded? 	
2013-2014 meetings and topics/ presentations	<ul style="list-style-type: none"> • Friday, February 14, 2014, 2-4pm: Dr. Martin Patwell, Director, Office of Services for Students with Disabilities (OSSD) • Thursday, March 13, 2014, 3-5pm: President G. Weisenstein • Friday, May 2, 2014, 2-4pm 	
Committee Updates	<p>Communications:</p> <ul style="list-style-type: none"> • Chair: Kurt Kolasinski • <u>Updates:</u> None at this time <p>Faculty Welfare & Ethics:</p> <ul style="list-style-type: none"> • <u>Chair:</u> Stacie Metz • <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 • <u>Updates:</u> <ul style="list-style-type: none"> - <u>Lack of Faculty Designated Parking on Campus:</u> Advocacy to increase number of faculty designated parking spots on campus (for all faculty and for off-site faculty). <ul style="list-style-type: none"> *Bessie Lawton requested info from Michael Bicking (Director of Public Safety & Chief of Police) and he provided info compiled from the Facilities Department. *Will discuss advocacy options as a result of the collected info - <u>Recreation Center Cost to Faculty:</u> Rec center cost to faculty cannot be eliminated - issue closed. - <u>Distance Education Concerns:</u> Advocacy email sent to L. Millhous compiling past Senate and Department of Health faculty concerns about distance education. <ul style="list-style-type: none"> *<i>Workload concern:</i> If a faculty member teaches two sections of the same course but one 	

section is online and the other is a traditional format, how many course preps does this count as? Millhous is currently working on this and is "trying to get a ruling from Harrisburg to allow it to count as 2 preps."

**Class size:* Faculty have expressed there should be equivalent course maxes set across online and traditional sections of a course. Millhous will "make sure CAPC creates separate caps for online versions."

**SRIS evaluation of distance education courses:* SRIS administration exists for online courses but many faculty are unable to utilize and include their results in their tenure/promotion materials due to the low response rate. Is there talk of a strategy at the university level to obtain a higher student SRIS response rate? SRIS collection for online classes began in Spring 2013 and if the reports have enough sample size, they are required to be included in the tenure/promotion packets. Millhous stated they "don't have enough data on SRIS to have a good grasp of what DE SRIS scores mean though. Meanwhile, I am encouraging the development of alternative ways that faculty can gather data to document excellence in teaching....This would be a good strategy for Senate to explore." Recommend to still advocate for a university-wide solution to student SRIS low response rates.

Membership and Elections:

- Chair: Eli DeHope
- Members: Brian Bowen, Julian Onderdonk, Dan Forbes, Gerardina Martin
- Updates: None at this time

Student Welfare:

- Chair: Jim Brenner
- Members: Francis Atuahene, Mitch Goldfarb, Jane Kenney, Brad Olesen, James Scythes, Christine Williams
- Updates:
 - Commission for Women requested the results of the Children's Center Survey
 - Change in WCU sexual harassment policy: met with Mary Ann Hammond on 11/14 to further discuss how the WCU sexual misconduct policy affects students and student interaction with faculty

Ad Hoc - Facilities and Sustainability:

- Chair: Sarah Kate Stewart
- Members: Heather Schugar, Jordan Schugar
- Updates: None at this time

Ad Hoc – Strategic Plan:

- Chair: Julian Onderdonk
- Members: Eli DeHope
- Updates: None at this time

NEXT MEETING

Day and Time: Friday, February 14, 2014
2:00-4:00pm, FHG Library Room 613

Topics: Dr. Martin Patwell, Director, Office of Services for Students with Disabilities (OSSD)