

# WCU FACULTY SENATE MEETING

**Date: November 17, 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	X
Belak, Phyllis	X	Lawton, Bessie Lee	
Benedict, Kristopher	X	Loustau, Erica	
Bolton, David	X	Mandel, Deborah	X
Bowen, Brian	<i>Proxy Emily Miller</i>	Metz, Stacie	<i>Proxy Cheryl Monturo</i>
Brenner, James	X	Olejarski, Amanda	<i>Proxy Michelle Wade</i>
Brown, Eleanor	<i>Proxy Lia O'Brien</i>	Pierlott, Matthew	X
Burns, Michael	X	Riley, Kathleen	X
Cherry, Dan		Saboe, Matt	X
Daltry, Rachel	X	Santori, Diane	<i>Proxy Beatrice Adera</i>
Forbes, Daniel	X	Sanz-Sanchez, Israel	
Guerriero, Tara	X	Schugar, Heather	X
Haggard, Cynthia	<i>Proxy Beatrice Adera</i>	Scythes, James	
Harrison, Barbara	<i>Proxy Deborah Mandel</i>	Sestrick, Timothy	X
Hill, Erin	X	Van Schooneveld, Jacqueline	
Kenney, Jane	<i>Proxy Trish Lenkowski</i>	Wilbur, Veronica	X
Kolasinski, Kurt		Williams, York	
Kopacz, Ola	X	Wiest, Julie	<i>Proxy Michelle Wade</i>
Adjunct Faculty Rep: Mitchell Goldfarb	<i>Proxy Lisa Konigsberg</i>	Student Gov't Rep: TBA	
Adjunct Faculty Rep: William Sawyer	X	ROTC representative: TBA	
APSCUF Rep: Julian Azorlosa	X		

*Guests in Attendance: Cheryl Neale-McFall*

## AGENDA ITEMS

Topic	Discussion	Action
Welcome to Senators, Proxies, and	Welcome (Heather Schugar) Introductions	

<p>Guests (H. Schugar)</p>		
<p>Dr. Cheryl Neale-McFall, <i>Counselor Education, Academic Mothers Data</i></p>	<ol style="list-style-type: none"> <li>1. My research focuses on job satisfaction and work environments on counselors, moved into academic mothers.</li> <li>2. Survey consisted of 59 respondents that identify as faculty mothers. Survey had demographic, work enrichment, and employment satisfaction.</li> <li>3. How supportive are colleagues? For department and administration most felt somewhat supported, with respect to work and family.</li> <li>4. About half thought over the last year about leaving WCU. This was fairly consistent across the different colleges.</li> <li>5. 81% agreed that they spend more on service than is required.</li> <li>6. Most were interested in an on-campus childcare facility, and those who were not generally had children over 14 years of age.</li> <li>7. Most said they were not at all familiar with the maternity leave policy.</li> <li>8. Having been shown the policy, three-quarters judged it was not sufficient.</li> <li>9. Majority reported they spent 11-20 hours/week on work relating to family or home.</li> <li>10. Majority scored in the middle between high and low job satisfaction.</li> <li>11. CAH had the lowest reported job satisfaction, CHS had the highest reported job satisfaction.</li> <li>12. Participants who had more children under six years old were most likely to have low job satisfaction. Participants with one or fewer children under six were more likely to have high job satisfaction.</li> </ol> <p>Q: Does this reflect adjunct faculty?  A: This research focused on tenure-track and tenured faculty. All of the literature focuses on this. But data for adjunct faculty is needed.</p> <ol style="list-style-type: none"> <li>13. The major variables that affected job satisfaction were work-to-family enrichment and how supported by departmental colleagues one felt.</li> <li>14. Some reported that work as educator enhanced their work as parent—flexibility in work schedule, role model for children, etc. Some also reported the reverse—having more patience with students, better connecting with them, etc.</li> <li>15. Many reported that more time for research would help with job satisfaction. Many also reported that more support from partner/spouse would help with job satisfaction.</li> <li>16. Some comments expressed anger at absence of paid maternity or family leave, as well as frustration at little consideration of these matters in tenure and promotion.</li> <li>17. Faculty Senate and the President’s Commission on the Status of Women have been the only campus bodies who have been interested in hearing about the results of this research. Thank you for inviting me!</li> </ol> <p>Q: How does this compare to the literature? And how about care of older parents?  A: It does align with similar research in the literature, though thinking about leaving the institution is not something that has been researched. There is research relating to care of older parents, but my research hasn’t gone that way.</p> <p>Q: Are there institutions of higher education that can serve as positive models for support of parents?  A: There are some institutions with specific family-friendly policies that can affect the tenure clock, so that family responsibilities and life events are normalized. Parents have strong voice at these universities.</p> <p>Q: What about paternity leave?  A: In qualitative responses respondents did want more family leave for both mothers and fathers.</p> <p>Q: Some say women want to leave the profession because they want to stay at home and care for children. What can you say to this?  A: Some come to a point where they feel they have to choose between career and family;</p>	

	<p>some consider moving to institutions that are more family friendly or less research intensive. So, it is not simply about a desire to care more for family.</p> <p>Q: Is there differences in the literature when it comes to fathers?</p> <p>A: The service and work-at-home parts are different. Fathers in general feel more supported.</p> <p>Q: Do you have recommendations for how to talk to departments about this?</p> <p>A: I'm the only one in my department that fits into this category; I'm trying to figure out how to broach this topic because it is important to faculty retention and quality of student learning. Email me and I can share data.</p> <p>Q: Are you considering expanding to look into surveys of faculty at other PASSHE institutions? And is this something that can be brought to APSCUF?</p> <p>A: Thank you for these ideas!</p>	
<p>Dr. Heather Schugar, <i>BRC member.</i> <b>Budget Review Committee Update</b></p>	<p>Heather: We are trying to promote more transparency with the budget. We met with Dr. Bernotsky and Dr. Osgood recently and had a productive conversation. In the Open Forums there used to be a lot of worry about the budget, and the creation of the Budget Review Committee was intended to allow faculty to see the budget and provide input. Trish and I are on the committee.</p> <p>Trish: There is hesitancy to put out information [on the website] if it might not be correct, so this is part of why there is not a lot of up-to-date information. A lot rides on state appropriation and enrollment.</p> <p>Heather: President Fiorentino wants to be more conscious about budgeting—but also wants to make sure we are spending money to improve the institution.</p> <p>Heather: Our goal is to be able to bring the budget to Senate in the spring, breaking down base budget and flexible spending. If you have an opportunity to run for the Budget Review Committee, it is informative.</p> <p>Q: Can we suggest that the website be updated at least?</p> <p>Trish: It's as up to date as it can be, since the budget is still too fluid at this point.</p> <p>Heather: If you have questions you would like shared with the committee, please bring them to me.</p>	
<p>Senate business</p>	<ol style="list-style-type: none"> <li>1. October meeting minutes approved with emendations to attendance.</li> <li>2. President &amp; Provost Open Forum update—Heather: Dr. Bernotsky had the lion's share of questions to attend to during the forum. There was a lot of discussion about the new gen ed program, including questions about size of the FYE courses. We got clarification on the searches for new administrative faculty.</li> <li>3. Tim: There was discussion about facilities and parking; Dr. Fiorentino wants to find creative solutions for parking issues that will occur with new building projects.</li> <li>4. Heather: Carpooling was suggested, but this may or may not be a good solution because of differences in faculty schedules. The shuttle bus needs to be more efficient if more will be parking at the South Campus lots. Please send suggestions to Jim Scythes, who is on the Parking Task Force.</li> <li>5. Heather: Senate attendance [at the forum] was quite low. When we get the dates for the spring, please put it in your calendar; if you can't make it, please designate a proxy! We don't have a lot of control over what the dates will be.</li> <li>6. Jim Brenner: Treat this as a regular Faculty Senate meeting. Dan: We used to have them come to Senate meetings, so the Forums replace this—it is reasonable to think of this as a Senate meeting!</li> <li>7. Tim: Should we specify which questions are for which? Heather: They decide among themselves about that. But we could direct questions if appropriate.</li> <li>8. Meeting with Dr. Bernotsky and Dr. Osgood —Heather: We have advocated for search transparency. Jim Brenner: We had a positive meeting. We will be having regular monthly meetings with Laurie &amp; Jeff. There is some support for emending and updating the Senate constitution.</li> <li>9. Heather: We shared our interest in student welfare, and we were offered a place on the search committee for the Vice Provost of Student Success/Dean of University College administrative search. Can we have a volunteer? Jim Brenner: Prospect review is 11/29; Airport interviews are 12/13; round two on-campus interviews are 2/5-2/23. Tim: I might be able to do this. Deborah Mandel: I could serve as alternate.</li> </ol>	

	<ol style="list-style-type: none"> <li>10. Heather: There is a new search website, which is a positive development so everyone can see the committees and the details about their search process schedules.</li> <li>11. Jim: There will be an open forum for CAPC, APSCUF, Council of Chairs, and Faculty Senate; please make an effort to attend!</li> <li>12. Heather: Tim is working on Senate History committee, with an eye to how our role has changed since the advent of CAPC and APSCUF; if you would like to help please let him know. Tim: The focus will be 1980 to the present.</li> <li>13. Heather: Dr. Osgood and Dr. Bernotsky appear supportive in having a conversation about updating our constitution; it's not clear that Council of Trustees has approved of the existing constitution.</li> <li>14. Heather: Q: How would you define "campus climate"?—Laurie and Jeff have a definition, and would like to know how we define it.</li> <li>15. A: Student well-being, considered holistically. A: Changes in climate. A: Balance in teaching, service, and research. A: Addressing needs of marginalized groups. A: Transparency, communication, shared governance. Bringing attention to process. A: Responsiveness on both sides. A: Sharing and distribution of information. A: Tone at the top! A: Diversity and inclusion.</li> </ol>	
Liaison reports	<ol style="list-style-type: none"> <li>1. Presidential Cabinet liaison – <i>Senator Jim Brenner</i>—Monday meeting was canceled; we'll see in a couple of weeks.</li> <li>2. LGBTQA – <i>Senator Dan Forbes</i>—No report.</li> <li>3. Campus Climate Intervention Team – <i>Senator Erin Hill</i>—Supposed to meet on Wednesday, but is being rescheduled. But, there's an agenda item on a "Center for Men" on campus. What do you know about this? Heather: I heard something about a center for working with young men about sexual violence, but unsure if those two things are related. Jim: Masculinity Project is on the Center for Women and Gender Equity website. But this doesn't sound like the same thing. Heather: Please update us on what you learn!</li> <li>4. Faculty Mentoring Committee – <i>Senator Julie Wiest</i>—(Proxy) January is National Mentoring Month; FMC will be sponsoring an event, Thursday, Jan 25, 3:30-6:30pm, on mindful mentoring. All are welcome.</li> <li>5. Sustainability Advisory Board – <i>Senators Kurt Kolasinski &amp; David Bolton</i>—No report.</li> <li>6. ADA – <i>Senator Matt Pierlott</i>—Met last week. Assistance animal policy has a draft, which relates to student housing and comfort animals; shouldn't affect classrooms. Initiative to ensure that emails are sent in accessible format. PDFs embedded in emails are pretty, but they are not accessible. Please make sure that text is available! There is an accessibility website that is nearly ready, prepared by Paul Gargiulo; it will be a central place that will take you to other resources.</li> <li>7. University Forum – <i>Senator York Williams</i>—not present.</li> <li>8. APSCUF – <i>Senator Cynthia Haggard</i>—Jay: No paper submitted for tenure and promotion through OnBase; deadline was Nov. 1. This will come up at next Meet &amp; Discuss. Also, chairs are not entitled to see the breakdown on SRISs. Evaluation of adjuncts is still a work in progress. Parking at Center City—problems with student behavior relating to this. Students are responsible to the same code of conduct as on main campus. A couple of faculty from Cheyney will be coming to West Chester due to retrenchment. Heather: If you have a search starting after an announcement is made regarding Cheyney, the nature of your search will change; minimal qualifications may be required to change because of preferential hiring requirements. There is a department vote, but it could be overturned by the President. Jay: Maternity leave will also be under discussion.</li> <li>9. Multicultural Faculty Commission (MFC) – <i>Senator Israel Sanz-Sanchez</i>—Not present.</li> <li>10. Budget Review Committee – <i>Senator Heather Schugar</i></li> <li>11. President's Commission on the Status of Women – <i>Senator Bessie Lawton, Senator Kathleen Riley, Senator Barbara Harrison</i>—Kathleen: Policy subcommittee has responses about lactation spaces; this data will be analyzed. Child care was considered a more important issue, and there will be some information about how the child care center was closed. Women of color were a topic of discussion. Data about women with respect to the campus climate survey will also be analyzed.</li> </ol>	

	<p>12. Student Government Association – Jim: Ryan Long, current SGA President, sits on Council of Trustees; he’s tried to fill this position, but for the time being he will be a point of contact. Ryan is organizing a student open forum for 2/6 with President and Provost. I encourage Student Welfare Committee to be there.</p> <p>13. Vice Provost for Research and Creative Activities Search Committee – <i>Senator Israel Sanz-Sanchez</i>—Matt: We’re reviewing applications.</p> <p>14. CDIO Search Committee – <i>Senator Bessie Lawton and Senator Dan Forbes</i>—Airport interviews are this weekend. Jim: There are open forums we received in an email.</p> <p>15. Strategic Plan Draft Goal Committee – <i>Senator Heather Schugar</i>—Goal is to draft main goals for the plan, and it will be broken into pieces. Concerns with this have been raised. I’m on “inclusion” committee, and while diversity is ostensibly included it is not explicitly stated. Our contributions seem limited to being advisory. The plan is for three years, in the third year, planning for the next plan is likely to occur. Goal is implementation for next fall. Research has been housed in learning.</p> <p>16. WCU Council – <i>Senator Heather Schugar</i>—First meeting on 11/30.</p> <p>17. Parking Task Force – <i>Senator Jim Scythes</i>—Heather: There will be discussions happening soon.</p>	
Committees	<ul style="list-style-type: none"> <li>• Faculty Welfare – Senator Debi Mandel (Chair)</li> <li>• Student Welfare – Senator Jim Brenner (Chair)</li> <li>• Membership and Elections – Senator Bessie Lawton (Chair)</li> <li>• Communications – Senator Kurt Kolasinski (Chair)</li> <li>• Research – Senator Israel Sanz-Sanchez (Chair)</li> <li>• Senate History – <i>Tim Sestrick (Chair)</i></li> </ul>	
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	
<b>NEXT MEETING</b>		
<b>Day and Time:</b>	February 16, 2018, 3-5 pm	
<b>Topics/ Presenters:</b>	To be determined	