

West Virginia University at Parkersburg
Faculty Assembly Minutes
January 6, 2017

Senators present:

Mary Beth Held (Interim Chair), Torie Jackson (BOG Representative), Rob Anderson, Rose Bebee, Aaron Crites, Julie Heller, Uta Hempel, Jeff Holland, Cheryl Mader, Al Newheart, Missy Spivy, Gary Thompson, and Andrew Walker

The assembly was called to order at 10:15am by Senate Chair Mary Beth Held. It was noted that a quorum of the faculty was present.

A formal announcement was made that Torie Jackson will now be serving in the role of Faculty Senate Representative in the WVUP Board of Governors as a result of Matt Santer's retirement and the faculty vote held in November 2016. Mary Beth Held is now serving as Interim Chair until June 30 to fill Torie's unexpired term.

Updates from administrators:

Dr. Lamkin provided a thank you to the faculty and Senate and reiterated that his door is open for faculty members.

Dr. Dunn reminded those in attendance of the upcoming HLC visit in 14 months. Also, to improve communication, this semester there will be regular meetings with program coordinators. Dr. Dunn also noted that enrollment is up for the first semester in five years.

Mr. Underwood discussed that for most of December, enrollment was up 9% to 11% compared to the same day last year. This enrollment was driven mostly by freshman and sophomores. When payment deadlines were instituted, over 800 students were initially unpaid, but manual outreach to comply with these new policies led to deregistration of under 200 students. After these changes, enrollment is still up compared to last year; on Wednesday, our FTE was up 1.8% to 2% for all students. There were some issues with WVNet in their failure to back up Banner data prior to installing an update, which eliminated all the work completed for the de-registration process. Many employees in Student Services and IT worked over the holiday weekend to rework this process. Mr. Underwood also highlighted the new process to bring someone in the door to make them a registered student, which takes 1 hour and 47 minutes and has received positive feedback in surveys.

Mrs. Harris assured those in attendance that the issues with WVNet are being addressed through a bill adjustment to cover our processing costs. At this point, due to new policies, there are two groups in paid status that may potentially be deregistered in the future (those who fail to comply with payment plans or late transfers who came in this week but still need to satisfy financial aid requirements. The Business Office is starting the budget process for next year. From last year's survey, they are addressing the areas of dissatisfaction (not understanding the budget process and not having a say in the budget) through hosting budget workshops.

Ms. Goudy provided an update on the restoration at Oakland, which began last week. This semester, more than 120 individual scholarships have been awarded, and new funding has been received for a nursing scholarship. The Foundation does have a fund for emergency assistance for students on per-individual basis, which is based on recommendations through Kurt Kletter's and Anthony Underwood's offices.

Senate updates:

Aaron Crites provided an update from the Advisory Council of Faculty. Currently, the group has been in a "wait and see" mode due to political uncertainty. They have focused on traditional issues, including tenure, academic bullying, budgets, and budget cuts. Aaron also noted that he will be stepping down from his position as ACF Representative in May.

Torie Jackson reported her first Board of Governors meeting is scheduled for Wednesday and has nothing to report.

Old business:

Mary Beth reminded faculty members to reach out to senators with your feedback on issues you wish Senate to address.

Senate is still working on an institutional faculty credentialing policy. A draft was developed and is currently in discussion with administration to finalize. No official policy has been approved, but many activities regarding credentialing have taken place over the past semester. Senate will continue to work on the credentialing policy.

The policy for phased retirement and a health policy for faculty have been proposed but are currently "stuck in Charleston" according to Dr. Lamkin. Our Board of Governors has approved the policies, which have been sent to the WV Community and Technical College System who will not approve the policies for us as a community college. It has been noted that WVU has similar policies and we are under their HR umbrella. Dr. Lamkin has noted that it will take legislative action or a change in the relationship between WVCTCS and WVHEPC or WVU and WVUP. One faculty member requested Senate to research what other state CTC schools have policy-wise on these issues.

New business:

In December's Faculty Senate meeting, it was proposed that we give a statement to local politicians on our view of combining the WV Community and Technical College System and the WV Higher Education Policy Commission. While there are both advantages and disadvantages to this, it may be more beneficial to WVUP as a hybrid institution. A motion was made by Jerry Rowley for Faculty Senate to move forward in drafting a statement for the merger of WVCTC and WVHEPC. The motion was seconded by Bill Channell. The motion passed.

Faculty Senate is planning to propose a new faculty evaluation policy. The first Senate meeting on January 17 will be a working meeting to begin drafting a new policy. All faculty are invited to provide comments to their senator and/or attend the meeting to provide input for this policy. A draft has been developed by Rob Anderson and Aaron Crites, with the intent to create a foundation for faculty evaluation that minimizes the burden of completing an evaluation and

provides a framework for divisions to customize for their own needs. Attendees provided the following comments:

- The original intent of the evaluation policy was to coincide with increment raises and promotion and tenure decisions, so the new policy should take this into account.
- The policy should also take into WVCTCS policies regarding faculty evaluation.
- Peer-review observations should not be conducted by division chairs, but should be a true peer (faculty to faculty) evaluation.
- The evaluation should be kept simple with the three existing areas, with the most weight given to teaching and service to students. There should not be a need to submit evidence files.
- There should be varying standards for different ranks (for example, no peer review for a full professor or tenured professor).
- The policy should be clear with little room for interpretation between different administrations.
- The review process should be conducted primarily within the division.

Senate will draft a revised policy and send out to all faculty for evaluation.

Attendees also requested Senate to consider the institution's policy for access to mediation or an ombudsman if a faculty member is non-union.

The assembly was adjourned at 11:19am.