

## **West Virginia University at Parkersburg**

### **Faculty Senate Meeting Minutes**

*October 3, 2017*

#### **Senators present:**

Andrew Walker (Chair), Cindy Watkins (Secretary), Holly Dexter, Kathy Frum, Cheryl Mader, Al Newhart, Joel Farkas, Michelle Nabers and Gary Thompson (ACF Representative). Guests: Torie Jackson

The meeting was called to order at 11:03am.

#### **Advisory Council of Faculty Update:**

Gary Thompson reported ACF has not met since last faculty senate meeting but there is a meeting coming up. ACF is having a conference for instructors teaching supplemental content. An email is to be forwarded to appropriate teachers in the identified areas of teaching at WVUP concerning this conference.

#### **Staff Council Update:**

Michelle Nabors spoke on behalf of Staff Council. There was discussion concerning the possibility of having a profit/nonprofit group come to WVUP and offer sessions for staff and faculty concerning money management.

Upcoming events: The American Sampler is going to be held in November. More information to follow via email.

The Holiday Luncheon will be December 20, 2017. Preregistration required. More information to follow via email.

**A motion was made for minutes from the September 19, 2017, meeting to be approved by Holly Dexter. The motion was seconded by Kathy Frum. Motion carried.**

#### **New Business:**

Faculty Senate president Andrew Walker proposed sending a survey to staff and faculty for interest for Profit/Nonprofit counseling services and general financial advising as previously discussed by Michelle Nabors. This discussion originated because of the impact of the biweekly payment schedule.

#### **Old Business:**

The health policies have been sent forward and are currently in process. Human Resources is currently reviewing and then the policies will move forward to the BOG meeting. There were some concerns about the policies from some senators and a discussion took place. Andrew Walker spoke with Chad Crumbaker, who recommended that Faculty Senate re-examine the policies to determine if any changes should be made at this point. Torie Jackson was present as a guest and spoke in support of the health policies and provided a brief history of the development of the policies, including the length of time it has taken to achieve this milestone. No other community college in the state has a health policy. Senators are encouraged share the health policies faculty and allow for comments. The importance of having the policy for protection for

all parties was stressed, because presently, WVUP faculty have no legal protection in the event of illness or new parental responsibilities besides the Family Medical Leave Act.

Gary Thompson suggested drafting an explanation to share with the faculty to assure all faculty are receiving the same message regarding this health policy. Andrew volunteered to author this explanation.

If comments evolve after sharing the policy with the faculty, it was decided to consider changes to the policy before it goes to the Board of Governors. Concerns were verbalized concerning the length of time for the maternity leave policy and suggested mirroring the FMLA policy. It was decided Faculty Senate would hold a special meeting on October 5, 2017, to discuss concerns for both of the policies. All senators are in agreement of being united with both policies when presenting to faculty.

#### Faculty Evaluation Policy:

Andrew discussed the Faculty Evaluation with Dr. Lamkin. He is in agreement of having peer review and a component of reflection. He also likes the goals based narrative. Dr. Lamkin desires to continue with the class evaluations. He believes the Division Chairs should have access to the numerical evaluation from the students but not the student's comments. He stressed the purpose of the evaluation is to provide a tool for improvement and not to be seen as a tool for dismissal. Stressed that it is the faculty's policy and he would be supportive with the process set forth by the faculty.

Concerns about when the 2017 evaluations will be due were discussed. Most senators are concerned because they have already shared with faculty that the 2017 evaluations possibly will not be due until early spring. Andrew will check with Chad concerning a date for submission of 2017 evaluations. Andrew will send copies of the faculty evaluations that have been authored by members of the Faculty Senate to date.

The position of Vice Chair of the Faculty Senate has been vacated because of the resignation of Mary Beth Held. Andrew stepped in the Chair of Faculty Senate. If interested in volunteering to fill this position, please email Andrew.

Nominations for the Board of Governors Representative are as follows:

- Sy Sarkarat
- Kathy Frum
- Rebecca Hoff
- Chris Cunningham
- Gary Thompson

Each candidate will have a one paragraph narrative on the ballot. The ballots will be sent via email to all faculty. It is important to encourage all faculty to vote.

Meeting adjourned at 12:10.

Respectively submitted: Cynthia A. Watkins