

**West Virginia University at Parkersburg**  
**Faculty Senate Meeting Minutes**  
*May 7, 2018*

**SENATORS PRESENT:** Andrew Walker (Chair), Missy Spivy (Secretary), Chris Cunningham (BOG Representative), Aaron Crites, Holly Dexter, Joel Farkas, Rebecca Hoff, Cheryl Mader, Al Newhart, Gary Thompson (ACF Representative), Jane Miley (Interim President), Alice Harris (Executive Vice President), Chad Crumbaker (Interim Vice President of Academic Affairs), Debbie Richards (Special Assistant to the President for Policy and Social Justice), Scott Poe (HR Director), Matt Graves

The meeting was called to order at 10:30 am.

**Old Business:**

**Faculty Absence Policy**

Senate Chair Walker explained there was quite a bit of discussion after the last meeting and distribution of the revised policy to the entire faculty. A newer version was distributed to the Faculty Senate that had been revised by the WV Attorney General's office since the last meeting. The president explained that there is no CTC faculty absence policy. She has never seen a sick leave policy at any of the institutions where she has worked. She explained that she is not comfortable with moving this policy forward until she discusses it with the CTC chancellor and the chancellor approves. Pres. Miley would like for the revised policy to be on the board agenda on May 14.

The president stressed that this policy could be the beginning of the process to make change and that if the policy is passed it does not mean the policy is set in stone forever. Gary Thompson compared it to laying the foundation of a building. He asked if 9.7 in the proposed policy meant the faculty member would lose their job if they miss more than 30 days. It was explained that the faculty member would not be paid while they continued to be absent, and their contract would not be terminated.

Matthew Graves asked if the state controls all of the university's money. VP Harris said that the state auditor has final approval over the money. The president and VP Harris are not optimistic that the policy will be broadened more than what was in the proposal that the senate as given.

A senator asked for a summation of what this policy would mean for the faculty. The president said that if a faculty member were sick for two weeks, a colleague would cover their classes without compensation. After two weeks, the person covering the classes would be compensated. The faculty member that was absent would be paid for up to 30 days. After that point, the faculty member would not be terminated but would not be paid.

Senate Chair Walker stated that although this proposal does not have everything that the senate's proposed policy had, the payment for 30 days is close to the four weeks that the senate had originally proposed.

Gary Thompson made the motion that the senate support the proposal; Joel Farkas seconded it; Support of the proposal passed unanimously.

President Miley stated that the CTC chancellor might not want to move the proposal forward. She would know more after their phone call.\*

It was brought up that it would be good, as we move forward, for all parties to be cognizant of the fact that everyone's time is important and that if a possible senate proposal is being brought to individuals for input and revision that it happen in a timely manner so that time is not wasted. The turnover of administrators was part of the problem with this proposal not moving forward as it should have.

The president said that she would notify the senate chair after the phone conversation with the CTC chancellor. Gary Thompson said that he would discuss this proposal with the ACF.

#### **Other News:**

The institution was notified on Friday that the HLC approved WVUP's accreditation until 2020; areas to continue to work on: assessment, formalizing processes and transparency.

Dr. Miley will be on campus at least through June 30. Her email is [jmilley@comcast.net](mailto:jmilley@comcast.net).

Chris Cunningham was elected Board of Governors representative for 2 more years.

Divisions should be holding elections for vacant senate positions. A new senate will be elected by the senate.

The meeting was adjourned at 11:30 am.

\*An email was sent out after the president's conversation with the CTC chancellor. It stated:

*Dear Andrew and Chris: Alice, Debbie and I just finished a conference call with Chancellor Tucker and two attorneys. As we anticipated they aren't ready for us to move forward and suggested we Table the item for the May 14 Board of Governors meeting. The Chancellor will take this topic to the next Presidents meeting on June 4<sup>th</sup> to determine it makes sense to develop and adopt a system-wide rule regarding faculty absences.*

*In the interim faculty may wish to sign up for short-term disability insurance. The deadline is May 15 so you may wish to communicate this to your colleagues.*

*I will continue to advocate for a faculty absence policy, but as I mentioned in our meeting today, I am not surprised that this will need further discussion at the system level.*