

Faculty Senate Meeting

September 16, 2022

Room 1321, 8:00 am

Call to Order – Holly Martin

Roll Call

Approval of minutes from August 19, 2022 Senate Meeting

Updates:

- **Dr. Jackson** will attend the October 21, 2022 senate meeting
 - A. Prepare questions for the meeting
- **Senate**
 - A. Senate Blackboard shell updated
 - B. Senate College website update (Agenda, Meeting dates, Meeting notes)
- **Grievance Policy**
 - A. Three levels
 - B. Must report to HR within 15 days of the incident
 - C. Reports are stored in HR - not completely confidential
 - D. If employee leaves the job the report is kept 5 more additional years
- **Holly Martin and Rose Beebe met with Torie Jackson**
 - A. Work place culture survey
 - I. Results will be used as a benchmark
 - II. Part of Strategic Plan
 - B. Complete Strategic Plan by January 2023
 - C. Dr. Jackson will attend the October 21, 2022 senate meeting prepare questions for the meeting
 - D. Coplin Health Clinic
 - i. Fundraising Event on campus
 - ii. Soft Opening
 - iii. When can faculty use it?
 - E. WVUP Website
 - i. Ongoing updates and improvements
 - F. My Degree
 - i. Ongoing updates and improvements
- **BOG Presentation**
 - A. Holly Martin and Rose Beebe are planning on presenting to the BOG on the behalf of the senate
 - B. Meeting this week
 - i. Send concerns to Rose Beebe
- **ACF Report**
 - A. Joel Farkas no update
- **JCC Report**
 - A. Rebecca Tucker (JCC Representative) shared the following data

- (2005) JCC had 807 students and offered 96 classes, 11 full time faculty
- (2010) JCC had 896 students and offered 75 classes
- (2022) JCC had 146 students and offered 34 classes, 3 full time faculty

B. Director of JCC

- i. How much control should an interim Director have?
- ii. Decline in enrollment under Director Steven Smith's leadership
- iii. No Director at JCC. Who is overseeing the campus now?

C. Onsite advising and other services now being directed to main campus

D. Decreased Enrollment at JCC

- West Virginia State offers lower cost (\$25.00 credit hour)
- WVUP (\$50.00 credit hour)
- Results impacting main campus with reduced enrollment in Nursing and Education programs

E. Majority of courses offered only on main campus

F. What is the direction of JCC?

- More of a community center
- Remain Academic
- Work force

F. Bring concerns to Dr. Jackson at our next meeting

G. Holly Martin to share concerns with Strategic Planning Committee

- **Staff Council Report**

A. Pat Harris (Staff Council Representative)

- i. Updating the 3 scholarship funds
- ii. The American Sample Craft Show on November 16

Committee Reports:

- **Ad hoc Committee communication and shared governance:**(Committee members: Holly Dexter (chair), Gary Thompson, Jami Casenelli, and Felicia Kademian-Saini)

A. Gary Thompson reported that most of the dissatisfaction was expressed in the Arts and Sciences and WTCIS divisions

- iv. Feeling of disrespect and lack of communication
- v. "Always been that way" is not an acceptable response
- vi. Faculty just want to be heard
- vii. How much control should an interim president have?

B. Gary Thompson suggested that the senate create a letter. The letter from the Senate would be written to the Office of the President(Documents our concerns/grievances and be stored in the office) draft it after our meeting with President Jackson)

C. Rose Beebe will be meeting with Executive Committee.

- I. Send her concerns before Monday

D. Joel Farkas asked if the Board has set guidelines for interim president?

E. Sanction towards Chris Gilmer

- I. Reported from Professional Studies Division

F. No Censure needed for President Jackson

- I. Reported from Nursing an Arts and Sciences Divisions

- **Ad Hoc committee (Number of Senators per division)**

- A. Joel Farkas presented options (Attached Document #1)

- I. 2 Senators per division is set in our bylaws, no JCC representative currently in policy
 - II. 2 senators for divisions 17 or fewer faculty
 - III. 2 senators for divisions with 18 faculty and additional one senator for 7 full time faculty
 - IV. JCC 1 senator for 6 faculty
 - V. Adjunct representative/voting representative?
- B. Joel updated the policy (Attached Document #2)
 - C. Senator need to take revision to faculty

- **Ad hoc committee report on a pros and cons list for a possible relationship with WVU**

Committee members: Gary Thompson (chair), Lauri Reidmiller, Kyle Lancaster, Rose Beebe

A. Committee members shared findings:

PROS

1. Retain more of our Early College students. Currently only about 1 in 5 Early College students attends WVUP after high school.
2. Could lead to the development of more bachelor degrees the students could complete at WVUP or in combination with Morgantown. This would positively affect enrollment since many of our students don't have the resources to move to Morgantown.
3. Many large Universities have branch campuses that offer a variety of programs that they don't offer on main campus so they can increase their offerings to students. This could increase student enrollment in those areas.
4. Branch campuses are ideal for non-traditional students, including families and working professionals who would not be able to travel out of town.
5. The ability to share some of WVU's policies, such as phased retirement and leave (sick, parental)
6. Access to more resources (financial and otherwise) for students, faculty, and staff
7. Degrees offered at both campuses allow students the flexibility to continue their education from either campus in case they get a new job or get transferred.
8. Opportunities to have stronger degree articulations with WVU for a wider array of fields, especially for those in the humanities and arts
9. Opportunities to collaborate with other faculty in our fields from WVU
10. Opportunities to share resources with WVU.
11. Opportunity for growth of two and four year programs.
12. Opportunities for our campus to grow.
13. Opportunities to attract more students with residential dormitories
14. Opportunities to attract more students with athletics
15. Additional tenure opportunities for our faculty.
16. Potential for higher salaries.
17. Potential for yearly raises.
18. Easier Pathway into programs
19. Marketing advantages with full affiliation with WVU
20. Dormitories
21. Reduce nepotism/favoritism
22. Increase diversity
23. Seamless Transfers
24. Additional 4 year degree
25. More BA options
26. Full onsite BA degrees
27. Family members free tuition

28. Reduced of contact teaching hours
29. Ability to pursue research

CONS

1. Having less autonomy over our own campus.
2. Lost tuition for family members
3. Loss of BOG
4. What will happen with the Foundation funds
5. What will happen with the Reserve funds
6. General Education Guidelines changes
7. Staff Services alignment with WVU
8. Higher tuition costs
9. Potentially larger class sizes
10. Would we be eligible for tenure with the way our contracts are written?
11. Will our years be counted?

Old Business :

- Discussion of who should handle and update the Faculty Handbook
 - A. Joel Farkas, Remove the faculty Handbook from our bylaws?
 - B. Change “editing” to “reviewing” in the bylaws.
 - C. Needs faculty approval/Vote

“Section 6. The Faculty Senate shall assume responsibility for the periodic revision and editing of a faculty handbook, which shall contain this Constitution and state the established policies of the College in all matters relating to the faculty. Such revisions shall be submitted to the President, and appropriate administrators for their approval.” *May need to change “revision and editing” to “reviewing”.*
- Are all faculty, like science and math, getting 1:1 for their contact hours
 - I. Too many variables to consider
 - II. Joel Farkas suggested discussing it with VP Academic Affairs
- Voluntary Stepped Retirement Program
 - I. Policy is out for public comment- faculty are encouraged to review
 - II. Board will vote on it in October meeting

New Items: Tabled for next meeting:

- Should we add a mechanism to the bylaws to allow for a full faculty vote? • New faculty and adjunct faculty mentors/guidance
 - o Suggestions for supporting new full-time and adjunct faculty
- Adjunct representative or feedback and concerns to the senate
- Senate suggestions for professional development week
 - o Should senate contribute suggestions?
- Tenure
- Faculty pay and responsibilities

Next Meeting: Friday, October 21, 2022, 8 AM

Meeting Adjured:

- Motioned by Holly Martin
- Seconded by Holly Dexter
- Vote- approved

Submitted: Lauri Reidmiller
Secretary of Senate

Faculty Senate Meeting 9-16-22

Document 1:

Regarding the composition of senate, we propose that the full faculty vote to keep the original text of Article II, Section 2, or adopt the revision below.

Original text.

"Each academic division shall have two representatives as Senators, All Senators shall be elected pursuant to Article III of this constitution. All Senators enumerated in this section shall have a vote on all matters that come before the Faculty Senate."

Section 2. possible revision 1.

"Each academic division shall have a number of representatives based on their number of full-time faculty. Divisions with 17 or fewer faculty shall have two representatives as Senators. Divisions with 18 or more faculty shall have one senator for every seven full-time faculty, at the time of the election, rounding to the nearest whole number. All Senators shall be elected pursuant to Article III of this constitution. All Senators enumerated in this section shall have a vote on all matters that come before the Faculty Senate."

Should we consider adding wording to keep the current senate following a restructure, until the next election?

If so, here are a couple choices for what that could look like...

Possible addition #1

In the event of an academic restructuring, the currently seated senators may continue their terms to completion. If a newly structured division has more than two senators, and a senator vacates their seat during their term, the seat shall not be filled as a vacancy. Academic divisions with fewer than two senators may elect senators to bring their number back to two. The process for electing these senators should be the same as described as for filling a vacancy in Article III, section 4.

Possible addition #2

In the event of an academic restructuring, the currently seated senators may continue their terms to completion. If a newly structured division has more than their properly determined number of senators, and a senator vacates their seat during their term, the seat shall not be filled as a vacancy. Academic divisions with fewer than two senators may elect senators to bring their number back to two. The process for electing these senators should be the same as described as for filling a vacancy in Article III, section 4.

Possible addition #3

In the event of an academic restructuring, the currently seated senators may continue their terms to completion. If a newly structured division has more than their properly determined number of senators, and a senator vacates their seat during their term, the seat shall not be filled as a vacancy. Academic divisions with fewer than their properly determined number of senators may elect senators to bring their number back to two. The process for electing these senators should be the same as described as for filling a vacancy in Article III, section 4.

As for the JCC rep, and adjunct rep, the additions of section 6 and 7 could look something like this...

6 The Jackson County Center shall have one representative as Senator.

7 The adjunct faculty shall have one representative as Senator.

However we also need to revise Article III, section 1 to reflect the process of how these reps are elected.

Original text.

“Pursuant to W.Va. Code § 18B-6-3(b)(1) Senators of the Faculty Senate shall be elected during the month of April of each even-numbered year. Elections will be held by each academic division between April 1 and April 15 of each even-numbered year. The Chairperson of the Faculty Senate shall, on or before March 20th of each even numbered year, direct the chairperson of each academic division to convene a meeting to hold the election. Senators elected shall take office as of the first day of July following election and shall serve for a term of two years from the date of taking office. Faculty may be elected to successive terms without limitation.”

We can consider appointing these reps instead of holding an election. We can also consider making the adjunct rep a non-voting member

If we want to keep a JCC rep, and keep the bylaws simple, perhaps we could write it all in one place. Here are a couple ideas...

6 The Jackson County Center OR faculty senate shall/may?) have one representative as Senator. This representative must be a full-time faculty member teaching at the Jackson County Center, who meets the qualification for the office and shall be appointed by majority vote of the faculty senate. The term of office shall be from the time of appointment until June 30 of the next even-numbered year. This senator shall be an ex officio voting member of the Faculty Senate. (or not?)

Document 2: (Revision)

Regarding the composition of senate, we propose that the full faculty vote to keep the original text of Article II, Section 2, or adopt the revision below.

Original text.

"Each academic division shall have two representatives as Senators, All Senators shall be elected pursuant to Article III of this constitution. All Senators enumerated in this section shall have a vote on all matters that come before the Faculty Senate."

Section 2. proposed revision

"Each academic division shall have a number of representatives based on their number of full-time faculty. Divisions with 17 or fewer faculty shall have two representatives as Senators. Divisions with 18 or more faculty shall have one senator for every seven full-time faculty, at the time of the election, rounding to the nearest whole number. All Senators shall be elected pursuant to Article III of this constitution. All Senators enumerated in this section shall have a vote on all matters that come before the Faculty Senate."

Regarding the JCC rep, we propose that the full faculty vote to adopt the addition below. There is currently no mention of the JCC rep in the bylaws, but it has been our practice for many years. Voting against adoption will eliminate the JCC rep.

Section 6. Proposed addition

The faculty senate may appoint one Jackson County Center representative as a Senator. This representative must be a full-time faculty member teaching at the Jackson County Center, who meets the qualifications for the office and shall be appointed by majority vote of the faculty senate. The term of office shall be from the time of appointment until June 30 of the next even-numbered year. This senator shall be an ex officio voting member of the Faculty Senate.

