

# Faculty Senate Meeting

April 21, 2023  
Room 1321, 8:00 am

**Call to Order:** – Holly Martin

## **Roll Call:**

Holly Martin (Chair )	Doug Rhodes (Vice-Chair )	Lauri Reidmiller (Secretary)
Rose Beebe	Joel Farkas	Jami Casenelli
Craig Giffin	Pat Harris	Felicia Kademian-Saini
Kyle Lancaster	Rebecca Tucker	Amy Strong

## **Others in Attendance:**

Alicia Beeson	Billy Stone	Andrew Rochus
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## **Approval of minutes from March 17, 2023 Senate Meeting**

Lauri Reidmiller (motioned)    Craig Giffin ( seconded)

## **Updates:**

### **A. ACF Representative – Joel Farkas**

- No report

### **B. BOG update - Rose Beebe**

- Tuition raise of 7% was approved
- We need to improve enrollment to create revenue
- \$2300 raise for staff and faculty which will cover PEIA cost increase
- Faculty salary were presented and board promised to look at raises in the future
- During May 23 meeting the new president will be announced

### **C. Nominations for ACF and BOG**

- Nominations for BOG: Melanie Matheny, Billy Stone, Andrew Walker
- ACF Representative: Joel Farkas
- BOG and ACF representatives - Faculty-wide election open from April 24-28 – Survey Monkey.

## **Committee Reports :**

A. Ad hoc committee to discuss tenure process at WVUP: Joel Farkas (Chair), Felicia Kademian-Saini, Kyle Lancaster, Doug Rhodes, Melanie Matheny

- Guidelines need to be established
- Get feedback from Divisions
- What are the consequences for going above the 20% ?

- Chancellor Tucker will not allow over 20%, this will affect our accreditation
  - Administration tenor positions are included in the 20%
  - Faculty Annual review does not distinguish the different levels (measurable) Teaching, service, scholarship
  - Possibly add a form for tenure to the yearly faculty review
- B. Ad hoc committee to discuss faculty pay and responsibilities: Felicia Kademian-Saini (Chair), Holly Martin, Doug Rhodes
- No report
- C. Ad hoc committee to discuss multiyear term appointments: Holly Martin (Chair), Felicia Kademian-Saini, Joel Farkas, Amy Strong, Craig Griffin, Lauri Reidmiller
- Holly Martin presented attached document (Document 1)
  - Multi-year is not attached to promotion
  - 3 year term vs. 3 year renewal contract

### **New Items**

- Presentation by Dr. Alicia Beeson to discuss faculty release time request form. (Document 2)
  - Original idea developed by Mary Held
  - Form was presented to Dr. Lancaster and received feedback
  - Dr. Lancaster reported that budget for course release is not available but stiffens might be available (ex: Perkins money)
  - Dr. Lancaster is researching other funding options
  - Dr. Lancaster would oversee the process but would want a committee to review these applications
  - Criteria for approval would need to be developed
  - What falls under faculty duties? Not clearly defined
  - What are duties of faculty coordinator? Are these positions being eliminated with new dean position?

### **Next Senate Meeting:**

- May 10, 2023 at 10 AM
- Bring fall schedules to the next meeting to help schedule next fall's meeting schedule

**Meeting Adjourned:** Holly Martin

Submitted: Lauri Reidmiller  
Secretary of Senate

**Document 1 – Submitted by Holly Martin – Faculty Senate Chair:**

**Multi-Year Term Appointment Proposal  
Faculty Senate 2022-2024  
February 28, 2023**

**Proposal Purpose**

This proposal provides a procedure for offering multi-year term appointments to faculty.

**Term Faculty Definition**

Term Appointments are defined in the Answer Book in Title: #IV-12 and is based on the WV Council for Community and Technical College Education (CTC), Title 135-09.

“Term appointments are those faculty members at community and technical colleges who have been appointed for a specified term as defined by the institution. The appointment may be full-time (1.00 FTE or the equivalent, as determined by the institution) or part-time. While a full-time term faculty member is eligible to receive reappointment to additional terms, no single term may exceed three years. No number of term appointments shall create any presumption of a right to appointment as tenure-track or tenured faculty.”

**Benefits to the Institution**

The majority of faculty at WVUP are on one-year term appointments. While this approach provides the college flexibility in decisions to renew a one-year term appointment for a faculty member, it puts the institution at greater risk of not retaining highly qualified faculty. This directly ties into the Strategic Plan. One of the pillars of the Strategic Plan is Quality Education Programs. Quality Education Programs are dependent on high quality, dedicated faculty. This is at risk if high quality faculty are not retained. Finding a qualified candidate requires a large investment of time, resources, and cost. Training new faculty takes time and money.

The institution is strengthened when the faculty member exhibits a commitment to the college and in return, the college exhibits a commitment to faculty. Offering more multi-year term appointments communicates that commitment to a faculty member and encourages them to invest long-term in the institution, the community, and the state. This fulfills a second pillar in the Strategic Plan, Community Engagement and Relations. The college still retains a great deal of flexibility as multi-year term appointments cannot exceed three years.

Another pillar of the Strategic Plan is Workplace Culture. Merit-based pay raises have not been offered in many years. No faculty are in tenure-track positions. There are very few incentives to encourage faculty to achieve more than the minimum requirements to achieve satisfactory on an annual review. Providing a pathway to longer term appointments would increase morale. If tied to the annual review, it will benefit the college by providing an incentive to encourage faculty to make significant contributions exceed expectations in the three broad categories outlined in the annual review: Teaching/Service to Students, Professional Growth and Development, and Service to the Institution and Community.

The college has an opportunity to increase the stability of the institution by increasing the number of multi-year term appointments to dedicated, high-performing faculty and thus, increases the likelihood of retaining these faculty.

### **Criteria for Multi-Year Term Appointment**

Multi-term appointments may be offered based on the following criteria. Faculty must demonstrate significant contributions in at least two of the three areas in the annual review form over the review period for a multi-year term appointment. The three areas in the annual evaluation include Teaching/Service to Students, Professional Growth and Development, and Service to the Institution and Community. A faculty member must also receive a recommendation from the Dean of their Division and Vice President of Academic Affairs with final approval from the President.

Multi-year term appointments will be offered based on division needs, enrollment trends, and budget considerations. If a multi-year term appointment is granted to a faculty member, the faculty member retains no right to the automatic renewal of a multi-year term appointment. Faculty will be evaluated at the end of a multi-year term appointment. Results of the faculty member's evaluation and the needs of the institution will be reviewed to determine whether an additional multi-year term appointment will be offered. At the end of a multi-year term appointment, the administration will communicate the type of term appointment that will be offered for the upcoming year, following the Calendar for Annual Review as outlined in Answer Book Title #IV-8-XIII.

### **Timeline for Offering Multi-year Term Appointments**

Following three years of service, faculty may apply for a multi-year term appointment by checking the box on the annual evaluation form.

**Document 2 - Submitted by Alicia Beeson – Outcomes Assessment Committee Chair:**

Name: \_\_\_\_\_

Department: \_\_\_\_\_

Please indicate the semester for which you are applying for a curriculum and assessment stipend.

Semester: \_\_\_\_\_

Please select your role(s). Check all that apply.

- Faculty
- Program Coordinator
- Dean
- Other: \_\_\_\_\_

In what area(s) would your work address if you received a curriculum and assessment stipend?

Check all that apply.

- Curriculum
- Assessment
- Accessibility
- Other: \_\_\_\_\_

Please attach an explanation of the work that you would undertake that includes the following:

- A summary of your major goals
- An estimate of the number of hours needed to complete the stated goals
- A detailed description of the work that you would undertake with deadlines of when you would complete each item
- An explanation of how this work would benefit the institution