

Fairmont State University Faculty Senate

Meeting Minutes

August 20, 2019

Members in Attendance:

Matt Hokom (President), Donna Long (Vice President), Jason Noland (Ex. Comm. Member at-large), Tom Cuchta (Webmaster), Todd Clark (Ex. Comm. Member at-large), Stephen Rice (Natural Sciences), Jim Davis (Business), Janet Floyd (for Amy Godfrey), Dan Eichenbaum (Performing Arts), Molly Barra (Library), Nina Slota (COLA- Behavioral Sciences), Paul Reneau (HHP), Mark Flood (Natural Sciences), Steven Roof (Academic Affairs), G.H. Budd Sapp (BOG), Dillon Bradley (SGA), Tyler Keller (SGA), Diana Noone (Social Sciences), Harry Baxter (ACF), Denice Kirchoff (Nursing), Jennifer Satterfield (Nursing).

Guests:

Dr. Mirta Martin, Dr. Rick Harvey, Zach Fancher (student), Amanda Metcalf (SoEHHP), Sharon Smith (SoEHHP), J. Robert Baker (Honors), Deb Hemler (Science), Carol Tannous (SoEHHP), M.E. Yancosek Gamble (Performing Arts/Business), Pam Pittman (Education),

I. Welcome Back! Meeting Called to order at 3:00pm in 303 ED.

- a. The secretary position has come open
 - i. Jason Noland was nominated to take minutes for this meeting, approved.
- b. Reading and approval of the minutes of the May 7, 2019 meeting, approved

II. Announcements/Information/Discussion

- a. President Martin
 - i. Thank you for having me. My message today will follow what I shared during opening session, gratitude for the work the faculty have done this year. There is still more to achieve, with three goals for the year:
 1. Assessment and alignment. The HLC will be coming 2.5-3 years from now. We are already working on the mid-year report.
 2. Continued focus on retention. This has been a challenge for the University, largely because of the make-up of the student body, student finances (we are now stretching payment plans from 8 months to 12 months, which is helping). Dr. Martin asks the faculty to continue what you have been doing. Reminds faculty to send students to the tutoring center when they get their first "C" so they can get help early. She also asks that faculty and staff share any further thoughts and suggestions on these initiatives.
 3. Continuous goal of growth. We have to continue to grow to be competitive and thrive. A facilitator who is a well-known and

respected attorney was brought in for the BOG retreat and shared what the Chronicle has also shared – 150 Universities fail on a monthly basis due to solvency issues, lack of programs conducive to employment, and overall not meeting the needs of industry. We have to make sure we are one of the survivors. The next 3-5 years is a game of competing for the same student. College attendance is declining, we are especially competing for the same student in WV.

- ii. Pierpont, from a 50k ft level:
 - 1. We have started down the path of separation. On July 1, Pierpont chose not to engage FSU in several key areas that were shared before: HR, Finance, Registrar, Financial Aid Office, Library, and IT.
 - 2. Two days of mediation have occurred with Pierpont, with no results. Dr. Martin will continue to work with the chair of the board to get in compliance with the statute from 10 years ago that requires us to separate.
 - iii. The new Foundation President and Dr. Martin have hit the road. She will be contacting many of us to identify needs. She will communicate with the Senate Execs and Deans to keep faculty apprised of what is happening.
 - iv. Dr. Martin will not be seeing the senate as much this year as she focuses on the separation, fundraising, and daily operations.
- b. Question: My group is concerned that you believe the direction of the institution as far as faculty is to start offering 1 year temporary contracts renewable indefinitely instead of tenure-track. Answer: this is not necessarily the direction. We do have to be careful right now, which is why some faculty got a 1 year temporary appointment renewal. At one point we were looking at the possibility of reuniting with Pierpont, which would cause an influx of faculty. Going forward, the BOG is reviewing all programs. Tenure-track positions will begin to be offered for programs where enrollment justifies it. If someone retires, Deans will have to make a justifiable case for it to be filled with a tenure-track position. Jacob's data will be used to help make sure data is valid and will be used as part of this justification. Comment: Thank you for clarifying.
- c. Question: The most confusing aspect of the Pierpont separation has been Charleston. You had said earlier that at one time they said we may be put back together. Where is the Legislature on this? Are we still operating under the assumption that we will separate? Answer: Yes. Is there a possibility we may still come back together? Always a possibility. I do not know what the will of the Legislature is.
- d. Question: Dual-enrollment. My understanding was that we were taking that ability from Pierpont. Are they still offering it? Answer: Yes, they are. For many years, we were told Pierpont [solely] had the right to dual enrollment, I challenged that and won. But, we both have the right for dual-enrollment.

III. Provost Harvey

- a. Just to let you know, I am the conduit for all communication with Pierpont. If something happens to you with Pierpont, put it in writing and ship it to Dr. Harvey (per Dr. Martin). For example, disconnected computers and missing furniture.
- b. I also serve as the ALO (Accreditation Liaison Officer) to HLC.
- c. Academic Affairs, again, on pause regarding the reorganization – to great relief of the Turley Center. We now have a leadership team in place and had the inaugural Leadership Academy for Deans, Chairs, and Associate Deans. Next year, we are hoping to hold it earlier. During this time they talked to all VP's, discussed Title IX, as well as the Cleary Act. A management consultant came in and talked about leadership to the attendees. The program will be tweaked going forward based on feedback.
- d. Emerging Leaders. Getting ready. The call for that is almost finalized. This is essentially an internship in the Provost's office. Basically, you take on an assignment for the year on a stipend basis, which also gets some help in the Provost's office.
- e. Honors Succession Plan. I have received some questions on if Robert is retiring and how we can afford to hire someone. I don't think Robert is going anywhere, and it is a stipend position, not a separate faculty line.
- f. Charles Pointe. Now officially open and holding classes. All approvals are now in place. There are about 43 aviation students and 40 in dual-enrollment. If you haven't been, I encourage you to go. September 10 from 5-7 we are having an after hours for the Harrison County Chamber of Commerce. Coaches will also be there and have an open house for the community.
- g. Library. Is now in the Provost's office. Over the summer we began looking at redoing the master calendar and decided to base it on the one the library already had. For clarification, we are not keeping Pierpont kids out of the library. They are welcome to go in and sit, visit Starbucks, etc. What they cannot do is access any of the services.
 - i. Databases. Pierpont's decision to not engage FSU in library services took \$400k from that budget (Comment that they only ended up losing a quarter of that from the actual budget). To help recover costs, we are trying to identify databases that are not essential. We are trying to circulate a list of the databases to the departments for help in this. If one has been cancelled that you need, also let us know that.
 - ii. Tutoring/Writing Center. Pierpont is now out of the tutoring business, which opens up some space on the second floor. We are looking at moving the writing center over there from Jaynes.
- h. Question. I noticed a reduction in services of databases, especially with EBSCOHost. It is not a cancellation, but a reduction in services (tiers, which impact search results), but a reduction has been noticed. Reply. Dr. Harvey urges a discussion with Sharon Mazure about this issue. Comment: EBSCO was not

impacted. A list of currently impacted databases will be sent from the library. Look for that list in senate communications. Library only lost about a quarter of the overall \$400k loss.

- i. Comment The ACS (American Chemical Society) requires 14 specific journals for continued approval and some have been cancelled. Comment: We looked into subscribing individually, but it was more expensive. The librarians justified cutting the subscription due to its high cost and budget cuts. Dr. Harvey: We will have to reverse that since it impacts program approval.
- j. Comment. What might be helpful is looking at and understanding the usage levels of each database, and seeing those in a spreadsheet to better understand. Comment: We can provide a spreadsheet.
- k. Clarification. Dr. Harvey clarified that he was not aware there were already cancellations. His impression was that we were identifying databases that were never used (in the last several years), and then drilling down before making decisions.
- l. Honors. There are 92 in the incoming class, with 3 international students. 54 of them will be going to Washington this weekend for Honors Field Day.
- m. Tutoring. Starts full-time next week. There is new furniture and moveable walls in this area. We are also going to start offering proctoring services.
- n. Advising Center. Had contact with over 1600 students over the summer, not including orientations.

IV. BOG Representative, Dr. Sapp

- a. Met today, I sent a brief overview via e-mail.
 - i. Two new members, Wendy Adkins who is an attorney and David Goldberg who is CEO of MonHealth. John Dodds is the new staff representative and Maiya Bennett is the new student representative.
 - ii. BOG met with staff after the meeting
 - iii. Several community members signed up to speak in favor of FSU and how it has immersed in the community, collaboration, and in support of Dr. Martin.
 - iv. Amanda Steinmetz talked about the expansion of overseas partners. There are currently 17 international students enrolled on campus, but that number will grow by the October reporting deadline.
 - v. The Hudson's gave a donation to the School of Education, as well as Lincoln High School, and endowed a separate gift.
 - vi. The Every Gift Matters target was surpassed
 - vii. First Falcon Day of Giving is going to be November 7. The hope is to raise \$250k or more.
 - viii. After-hours secure access system installation is progressing. Future new projects include new stairs by the Education Building, as well as new roofs on Hardway and Hunt Haught Hall.
 - ix. BOG had an ad-hoc evaluation committee last week to evaluate the President's performance in executive session.

- b. Question: I am curious to know how much the turf cost? Answer: It was between \$900k and \$1million. It was mandated by OSHA as the old turf was condemned. We could have just done the turf for about \$300k less, but, decided to invest in women's soccer because of the addition of wrestling back on campus, and some Title IX issues of the past. Dr. Harvey Commented that the athletics budget is separate from the regular University budget.

V. ACF Representative, Dr. Baxter

- a. There were two meetings of the ACF this summer, June 13 and a retreat in July. The purpose of the June meeting was to create the agenda for the July retreat. Dr. Baxter did not attend the retreat, but has the minutes.
- i. There are 21 public institutions in WV, 14 of them gave a pay raise, 3 did not. Of the ones that did some gave 5%, 4%, 3%, 2%, and 1%. Dr. Baxter does not have data for four of the institutions.
 - ii. Dr. Corley Dennison made comments indicating plans to form a new library consortium are well underway. This initiative can result in significant savings to the 2 and 4 year institutions through shared expenditures. The cost to institutions would be based on FTE student count.
 - iii. In an effort to make higher education more affordable, there is an initiative being launched by the HEPC to use OER (Open Educational Resources) across the state. However, there are no plans for requiring institutions to use these in WV.
 - iv. Newly published higher education report card shows notable improvements in pass rates for college level math and English since 2012 at 4-year institutions. With an increase of 39% and 60.4%, respectively. 2-year institutions have increased by 32% and 22%, respectively.
 - v. Campus carry bill that got stuck last year might not be introduced during this session, but more likely after the next election to try to increase the chance of passing.
 - vi. There are no plans to hire a permanent chancellor to HEPC because "Sarah Tucker is doing an excellent job", especially when it comes to the legislature. She is also the chancellor of the Community & Technical Colleges, and named the mediators in our separation with Pierpont.
 - vii. ACF was shocked that she was named interim Chancellor for HEPC, and notes there were several good candidates.
 - viii. ACF puts together a list of faculty issues every year. This year there are five.
 1. Increase funding for higher Education to prepare students for the dynamic needs of WV.
 2. Fully fund PEIA and explore alternatives to meet needs of state employees for affordable and accessible healthcare.
 3. Include faculty representation in higher education planning and decision making

4. Ensure transparent, fair, and equitable employment processes for faculty and staff.
 5. Preserve autonomy of BOGs to regulate the safety and security of their campuses.
- ix. All legislators are invited to the retreat, only Bob Beach attended. Bob offered the following comments:
1. Though higher education funding has dropped over 10 years, there is currently more support than opposition for improving the funding as the fiscal outlook is more favorable than it has been in recent years.
 2. It is uncertain what will become of the Blue Ribbon Commission and the funding formula that was developed by it.
 3. There is fear that WVU may opt-out of PEIA, which would impact funding, but the legislature wants to find a solution for funding.
 4. Institutions need to keep an open line of communication with key legislators and committee chairs. Make your concerns known (funding, open carry, etc.).
 5. Letters receive more attention than e-mails, in person visits are even more effective. Invite them to events and special meetings. At one meeting recently, there was only one person representing one institution in a room full of lobbyists for the other side.
- x. Dr. Baxter noted that this is one reason we do the Legislative Forum. We need hundreds of people to attend, instead of the 35 that show up.

VI. Student Government

- a. February 25 will be the first Fairmont State Day at the capital. There are 32 tables available with the rotunda scheduled from 9-3. They are currently working on transportation.
- b. Maroon Madness has now kicked off. Last year they made \$6k by selling 700 shirts, they hope to sell 850 this year.
- c. Echo'd talking to the legislators. President Martin and the SG reps have started this through the Appreciation Tour they began this summer.
- d. Provided copies of an open letter they presented to the BOG at today's meeting stating they appreciate the direction they are taking the University. In addition to student signatures they acquired signatures from community members, 19 legislators, faculty, and staff. They hope to present an updated signature page at the next BOG meeting.
- e. Comment: Thank you for your efforts. On page 2 under recently added programs. Note that the Master of Arts in National Security and Intelligence has not been added. It has been proposed and is still going through the approval process. Stressed that this is a public document and misinformation like this has already caused headaches in the program. It is especially problematic when there are now legislator signatures attached who may not be apprised of the semantics.

VII. Faculty Senate meeting Schedule for 2019-2020

- a. August 20
- b. September 10
- c. October 8
- d. November 12
- e. December 10
- f. January 14
- g. February 11
- h. March 17
- i. April 14
- j. May 5

VIII. Faculty Handbook Update, Dr. Baker

- a. Ad hoc committee has met several times, with productive conversations. We have a calendar plan and hope to have a report to senate by April. We meet again on Thursday. Dr. Clark provided a great diagram for benchmarks along the way. Basically, we are going to divide into subcommittees to tackle various issues and areas. This includes areas that are not currently included in the handbook but should be, like the new Academic Dishonesty policy that hasn't been placed anywhere. We are also trying to be sure that what is in the student handbook lines up with what is in the faculty handbook, as well as looking at issues of what is statutory and what is mandated by HEPC. The plan is to hold forums, release drafts to faculty for feedback, and revise. The documents will also be passed through HR and the Special Counsel. It is the hope that a mechanism for a yearly update to the handbook as proposed by the Faculty Welfare committee.

IX. Unfinished Business

- a. Ad hoc committee on bylaws and the constitution. Dr. Long deferred to Jim Davis who is chair. Jim notes that Donna has done the grunt work on editing. We have basically done as much as we could before the restructure, and put it on pause. With the restructure now on pause, we are moving forward with how the University is currently structured. They hope to include the work before the next senate meeting. Donna would say that if anyone is a committee chair and you know the committee description needs attention to let them know.
- b. Comment. Ex-officio was previously the Associate Provost, which is no longer a position. We need to figure that out. Sometimes it will be Dr. Ross, but not always.
- c. Updates on Committee Membership. Noted that Dr. Reneau compiled the list of committees and send it as an attachment. Of course, some faculty have left the institution, others joined. There are also ad hoc committees that don't appear. The senate needs an accurate list of committees and their members.
- d. Question. How do we know an ad hoc still stands? Answer. Typically ad hocs are for one academic year.
- e. Comment: Don't be surprised if Matt comes asking for committee memberships. Would like to establish a permanent mechanism for tracking committees.
- f. Presidential Survey Committee.

- i. Does not have a report. They will meet this week and give a report at the next meeting.
- ii. Comment: What is the possibility of BOG getting data comments for the presidential perception? BOG needs information quickly for inclusion in the contract discussions for Dr. Martin whose contract is ending December 31.
- iii. Comment: Speaking to that, the data from the spring was compromised. We are meeting Monday to begin that process again. Comment: The quicker that can happen, the better.
- iv. Question: I don't understand, you're saying the data from last year was compromised so the surveys will be reissued? Answer: There will be a new process for completing the surveys.
- v. Question: So does that mean that there will not be a report next month because the data is not being released because it wasn't accurate data?
- vi. Comment: Matt Hokum will pass on those questions to the committee chair.
- vii. Question: For clarification: you are saying the BOG didn't receive information from last year's report? Answer: No, we did not receive anything, BOG Chair was told the data was compromised and wouldn't be shared. My comment was that this needs to be done quickly if you want the information shared (Dr. Sapp).
- viii. Question. Is "compromised" the right word? Or "statistically accurate" because of people taking it more than once? Comment: Statistically accurate is the right word.
- ix. Question: How quickly can we redo it? Answer: From what I am aware of, it should be able to be done in 2 days.
- x. Question: Do you want campus climate involved in discussions? Answer It [the committee] was just created in April, so there was not time to do one.
- xi. Question: if we are rewriting the Presidential Survey can you put in an option for "I don't know" or "Not Applicable"? No further comment
- xii. Question: Is this just going out to faculty? Or, does it need expanded to the entire campus? Answer: I think if senate decided in the future to open it up, we could.
- xiii. Comment: Should solicit feedback from staff and students/SG and other constituents. Several staff members have asked about their voice. Comment: That should fall to the Staff Council.
- xiv. Question: What is the timeline [for data getting to the BOG]? Answer: I am not saying there is a timeline, but feedback needs to be given quickly for consideration in the Presidential contract. Notes the October BOG meeting is on the 17th.
- xv. Comment: Mark Flood might have campus climate membership names

- xvi. Comment: Steve Roof should be on the Legislative Advocacy Committee, he has done a lot of work.

X. New Business

a. Invitation to BOG to attend a Fall Senate meeting.

- i. Comment: Historically it has been November. Suggested to invite them to the October meeting.
- ii. Comment: That is mid-term week, some students might want to attend.
- iii. Motion to invite the BOG to the October 8 meeting. Seconded and passed.

b. Introduction of New Senators and Invitation to Orientation

- i. Every Senator introduced themselves and the Department they represent.

c. Filling Open Executive Committee Positions (at-large and secretary)

- i. Jim Davis self-nominates for an at-large position.
- ii. Harry Baxter was nominated for an at-large position (accepts).
- iii. Jason Noland was nominated for Secretary position.
- iv. Passes.

XI. Open Forum

- a. None

XII. Meeting adjourned at 5:01pm