

Fairmont State University Faculty Senate

Meeting Minutes

October 13, 2020

Members Present: Chuck Shields (President), Donna Long (Vice President, Humanities), Jason Noland (Secretary, Education), Tom Cuchta (Webmaster, Comp. Sci. & Math), Todd Clark (Ex. Comm., Social Sciences), Jim Davis (Ex. Comm., Business & Aviation), Paul Reneau (Ex. Comm, HHP), Jim Matthews (ACF), Steve Roof (Academic Affairs), Tim Oxley (Academic Affairs), Nina Slota (Behavioral Sciences), Gina Fantasia (BOG), Janet Floyd (Business & Aviation), Robert Niichel (Comp. Sci. & Math), Musat Crihalmeanu (Engineering Tech.), Tabitha Laffere (Engineering Tech.), Nathan Myers (Humanities), Jacki Sherman (Proxy for Molly Barra, Library), Rachel Cook (Natural Sciences), Stephen Rice (Natural Sciences), Denice Kirchoff (Nursing), Jennifer Satterfield (Nursing), Dan Eichenbaum (Performing Arts), Victoria Nichols (SG), Cassidy Greenwood (SG).

Guests: David Goldberg, Dr. Mirta Martin, Susan Ross, Rick Stephens, Richard Harvey, Elizabeth Savage, Deb Hemler, Mike Ransom, Tina Mascaro, Jan Kiger, Jacqueline Sikora, Rachel Cook, Jon Dodds, Amanda Metcalf.

Called to Order at 3:01pm via WebEx

Roll Call

I. Minutes

Reading & Approval of the minutes from the September 8, 2020 meeting

Motion to approve with minor corrections (Long/Reneau). Passed

II. Announcements/Information/Discussion

Chairman Goldberg

Greetings and thanks to the faculty and Faculty Senate to the auspicious time we are in. I offer myself anytime you want me to be here. I am in my second year on the Board of Governors, and am President of MonHealth, soon coming to Marion County. I am a pretty straight shooting person, when I think it I say it. I talk as I process, the Board's responsibility is to put in place and support President Martin and the Institution and make sure the Board is lock step with you in an open and transparent way. In my opinion, FSU is upward and onward, liking the trajectory we are going, and decisions that may not make sense to all, but want to talk about them open and honestly to provide the wonderful environment for our students. Thank you for everything you do

Question: You are chair of Mon Health, I can't possibly imagine the fires you fight every day. Do you see any, from an institutional perspective, things that you transfer from lessons learned at mon health that are applicable to FSU.

Response: I do, Dr. Martin and I talk about this quite a bit. I will put MonHealth systems comparable to FSU, both in the shadow of a larger I with a broader brand. But I think we can be much more intimate and laser focused that the larger institution can't. My daughter is an Ohio University sophomore, they haven't interacted since April, everything is self-paced. Here, the faculty interact with the students. That's no different than MonHealth. It's a place that is

intimate, that they know someone will keep an eye on them. The relationship I have with my Doctors is comparable to the relationship that Dr. Martin has with faculty, we will disagree a lot but we both have the best interest if our students at heart.

President Martin

Thank you for affording me the opportunity to talk to you. Thank you to each of you for the work you have done to keep us safe while delivering the superb education we are known for. As of today we are 8 weeks down and 7 weeks to go, the scales have been tipped and we are beginning to see the light at the end of the tunnel. I can tell you I can visit with students often, now walk the campus regularly, have dinner at the dining hall. Invariably what I hear is how grateful they are that they are here and we are keeping them safe. For that, thank you. Other areas I would like to update are: Welcome new VP for Student Success Dr. Gitau. just started his second week at the University. On Thursday is Census date, we will report our official numbers to HEPC. I provided the Board the unofficial information, and I can't share it with you specifically. Pleased to advise you if the Census were taken yesterday compared to a year ago, this University would be up by 1.3%. As you can imagine, this is nothing short of superb performance, because of the work you have done. We implemented a high touch, high yield strategy that served us well over the summer. Recruitment staff did an incredible job to text, call, write to our students and they came and they have stayed. For me, as for you, one of the areas I am very pleased is our retention rate. The targeted high touch strategy has continued to yield positive results, especially in the COVID environment. From last year to this year first time freshman is 68.9% up from 62.3%, that's a 6.6% increase in retention of first time freshman. Thank you. Thank you because we can bring them, but you keep them. You keep them because of the love of what you do and because you care for this next generation of leaders. We have got to continue, as a moral imperative that we bring students here, but more importantly that we graduate our students. Because of you we are doing just that. We are graduating them into a world that is laden with adversity, but they are prepared for it. They are prepared because of your efforts. Again, thank you. You continue to hear a lot about out COVID procedures, yesterday we started surveillance testing by order of the Governor. We were directed to identify a stratified 10% of our population. This testing will begin prior to the beginning of our finals. I don't want any of you or our students to worry about getting to testing while you are concerned about finals. Athletics are still on hold. The Mountain East conference decided last week to begin winter sports no earlier than January 1. That decision was necessitated because of the fact that the rules under NCAA require for all conferences to test high contact sports like football, volleyball, soccer, basketball, 3x a week while they are in competition and the moderate/low contact 25% of them once a week. As you can imagine, not only is that a significant expense to the University today, but the availability of the test are currently not available to any of our Institutions. We are disappointed to have to delay the start of winter sports due to the challenges of acquiring the needed supply of tests. We are committed to exploring every available route to ensure student athletes return to play in a protected and safe manner. Which is how FSU has behaved since the inception of this pandemic in March. We have acted strategically based on evidence and communication received from the Health Dept and DHHR and experts provided by Chairman Goldman so we can always act in an abundance of caution. That has served us well, our numbers are evidence of that. We are being contacted by sister Institutions as a model to emulate. We have already started talking about return to school in the spring. Right now we will come back like we did in the fall in a phased approach. First week freshman and a limited number of other students as requested by faculty. The second week will be everyone else. Just like in fall our classes will begin on the same day for everyone but face to face for freshman and other approved groups, but synchronously for all others who will not be here face to face. Going forward they will be merged in. Again, your protection and safety is paramount. Our students need to be here face to face, with 92% of our students coming to us from WV with little to no access to broadband, technology, or a computer it is essential they

come back home.

Let me close by saying again thank you to all of you and saying that FSU because of your work, the combined work of faculty staff and students, made its debut in US News and World report, placing us at 66 for social mobility, making its debut under the top 100 regional institutions in the south, and 47 for top public regional universities in the south. This could not happen without your support and dedication. For that I am eternally grateful.

Interim Provost Stevens

A few items for your information. We are working simultaneously with the assistance of several of you on both Promotion & Tenure and Program Review scheduling. Merri Incitti, Susan Ross and I are sort of the on point administrators. Been working with Matt and Personnell committee on a P& T schedule. Not a large number of faculty coming up for P&T I think we can manage it reasonably well. Still working on final schedule for program review, it's a bit different year this year so we are trying to work things out. Been talking to some of you to make sure we have a well understood and defined process for those reviews all the way from faculty up through and including the BOG. Those are in process, as we have more details I will get that information out to you.

We do have a couple things sort of overlapped a bit, start with Faculty Development week, it's a different calendar but we will use the week after Thanksgiving for this.

Part of that, as we were preparing for Winter Term the group suggested that faculty take or have taken the Quality Matters intro course as a gatekeeping function. What we found was that our grant from the state did not cover the first class. As I discussed back and forth with the committee, it was decided we would rely on the Deans to be the gatekeepers in their shops for this winter term. It is the case that we have funds available and we do have upcoming QM courses that go beyond the intro course that are available for sign up so we can cover those costs. It is my opinion that we will use more, not less, about virtual/hybrid courses going forward, and always new developments. I encourage the Faculty Senate and faculty in various units should consider signing up for the QM courses that will be offered during winter break so there is time for faculty who are not yet teaching in winter term to take advantage of that.

Winter term is sort of a pilot year for us, but we have already developed next years calendar. It looks like this year's calendar so we are planning for a winter term next year. On the back end of winter term we will convene various groups of faculty to debrief on how it went. Right now, we have 55+ courses submitted for offer this winter term. Students can't sign up yet, but can beginning the 19th. We will start getting day by day gauges about the level of interest and in what courses. Because we have revenue behind every course, there will be little need to cancel courses for low enrollment. We do have a prorated function that has been communicated for the classes at 2-3 students, but even at 5 we are able to fully compensate and still have sufficient revenue to pay faculty and help the bottom line of the Institution. I don't know what our experience will be. We ran a model when we had 38 courses, with 5 students only and we found we can go forward with the compensation package at that level. I met with the academic advisors and fielded a wide array of questions as they begin moving students into that. There are a lot of implications for the University going forward. Many of them will flower in years 3-5. Everything from the advisement of first year students, students who don't do quite so well, not to mention the compensation for faculty and the ability to build schedules that include winter and summer term and spread out courses in ways that are to our best advantage.

We are still in a dance with students and faculty on if a student needs to come to the classroom

when the class meets face to face or can they choose to only attend virtually. We have experienced almost a 180 on this since the first weeks. We have had students and sometimes families call to say they didn't pay for an online education, we paid for a face to face education. We are now in a mode where we are getting more questions about commuting, multigenerational houses where they are concerned about bringing something home. I have communicated in more than one Memo that when a student asks to attend virtually that we need to push back a bit, doesn't mean that they are prohibited. It means we believe and students/families have expressed that they believe that it is important that students be in class with us when possible. Push back is questioning why they need to do that. We do have an ADA process for this. Sometimes we find ourselves in ambiguous cases where I have to meet with them individually. I think we are doing a good job with this, it is a dance we have to do with the students. I'm just saying that when a student asks or says they have a full right to attend virtually, we need to ask why and push back a bit, you do have the authority to say yes if it's a good reason, if you're unsure you can push it up the chain to make sure we have good coverage for everyone. I don't think it's a widespread problem, but it has bubbled up enough that it warrants being mentioned.

Question: Mentioned faculty development week after Thanksgiving. Typically, our faculty development has been prior to the semester start, so can you clarify what you mean by that after the semester ends.

Response: My understanding is that there has historically been a Faculty Development Week on or around this time, it was in the calendar as tentative.

Dr. Martin Response: When the calendar was proposed some time back there was a built in two days after thanksgiving for dates for faculty to do grades, then the last 3 days were faculty development days because we have a shortened semester, this falls within the contract period of the faculty and will allow us to do development for various reasons. To continue to educate on new technology that is coming out. Including updated Blackboard, and begin HLC work before our visit. We haven't added working days to the calendar, we looked at the contract period last year and did add working days at the end. These will also happen at the end of the Spring semester to still fall within the letter of appointment contract period.

Question: Next year's calendar looks like this year's calendar. Are you saying that we will finish prior to Thanksgiving again? Is that going to be the plan going forward? I have heard no discussion of this in Faculty Senate for example.

Response: That is my understanding. We have gone through several different calendar iterations, and I thought it important to advise you what our considerations were in that regard.

Comment: In the past, it has been typical that the calendar goes through Faculty Senate for comment.

Response: I did advise the Deans on this previously, so there has been some communication about this so far.

Question: Comment about face to face v. online, I will say that I have had a couple students who have tended toward online, I send them a sharply worded email and they come back to class so I haven't had too much trouble but my question has to do with "financial consequences of teaching online" my understanding is that there is an additional fee per credit hour that online is more of a revenue maker than face to face.

Response: There is a differential tuition. If a course is defined in the Registrar's office as virtual, it is less than the traditional tuition for a face to face course even though there is a fee attached. If we took half of our courses and formally put them online there would be a substantial loss of revenue to the University so we manage that carefully. The concern at the beginning of the semester relative to the students and families saying they didn't come here to have an online experience. They might say convert me to whatever classes are that way. We wouldn't have enough for a semester of courses and there is a difference in price in traditional and formally defined virtual course. It may be a revenue stream in certain programs or terms (graduate, winter, summer), but not overall. It would result in a loss of revenue for us.

Clarification question: So there will be no Faculty Development at the spring semester?

Response: We will still have professional development at the beginning of the academic year in the fall, at the end of the fall semester, and at the end of the spring semester. Part of this will be meetings about closing the loop, assessment, data, etc. to prep for HLC. Again, the number of dates the faculty worked the previous year was reviewed so we wouldn't impose an additional day to the faculty. This may not be forever, but for the time being so we can prepare.

Question: I have found WebEx to be helpful in teaching, can we have that available beyond the pandemic to be used in instruction?

Response: Yes, we have purchased a license. I believe that one of the unintended consequences will be that our retention will continue to go up because what we are telling students is if you are not feeling well, you can attend online synchronously. A combination of the synchronous and taped courses will help to propel us forward.

Clarification: Professional Development will be provided with the options that we did in the fall for some limited face to face interaction with social distancing and the rest done via WebEx.

Question: What will the policy be for faculty attending PD who are teaching winter term?

Response: Expectation is that they will participate in PD. Winter Term compensation is above and beyond. I think the responsibility of PD is equally important.

Question: What will be the time commitment?

Response: We don't have a schedule yet. I can't give you a specific estimate.

Question: Concern regarding some faculty teaching multiple different courses at winter term.

Response: Recommendation of the ad hoc was to teach one 3-4 credit class. There are some margins where a Dean may recommend for a particular purpose where exceptions are made. For Instance, someone might be teaching more than one 1 credit course. These are the minority.

BoG Representative, Gina Fantasia

The board has been involved in policy revisions. As you know, in August there were changes needed to be made to FOIA policy that was put out for public comment. That adoption is on the

agenda for this week incorporating revisions following review of comments. The board also voted that month to repeal policy 20 (maybe) that dealt with open meetings because portions of it were not consistent with state law. In this case, the state law will control. Drug free workplace (39) was repealed with the idea it would be revised to be consistent with state law and will go through regular adoption process.

This week's meeting FOIA policy is on the agenda, and 2 Curriculum proposals from SoE that have gone through Grad Council and deal with post-masters Ed Leadership. Those have gone through the regular process for review by grad Council, senate and administration prior to this point.

Encourage you to attend the meeting Thursday, the link was included in the email with the Board Book.

Question: I apologize, I may have missed part of what you said. Is the FOIA policy being repealed also?

Response: It was amended. It was out for comment, the bylaws committee revised it following the public comment period is on the agenda for discussion and potentially approval this week.

Comment: Of course, FOIA is also state/federal law, so whatever that law is will supersede whatever that policy says

Comment: It has to be consistent, if it is inconsistent, state statute would prevail.

ACF Representative, Jim Matthews

ACF met last week after attending monthly HEPC meeting. Thanks to everyone who sent concerns/questions.

Legislative agenda for next session is up in the air because of COVID and the Governor's Race, but also state Senate Education Committee chair is facing an uphill battle for re-election. That position has a lot of power for determining the education agenda for the session.

5 concerns we agreed to emphasize:

- 1) Talking point: a lot of folks in Charleston has seen H.E. as unable to change. Covid has proved that wrong, we will emphasize that.
- 2) Technical infrastructure is horrendous (broadband)
- 3) Post-Secondary Globalization bill to encourage international student recruitment and retention. A draft has been made.
- 4) Textbook costs. Complicated by the way I get revenue from bookstores. HEPC has been promoting OER for that.
- 5) Presidential searches and how they are conducted, particularly the use of outside agencies. Some concern about how searches are structured.

ACF is kind of restricted as far as how much we can do, but HEPC agrees with most of those issues.

Student Government

Cassidy Greenwood has been added as a Senator, otherwise nothing to report.

Cassidy Greenwood: Some students were nervous about coming back on campus, but everyone is excited to eventually come back to normal. Very thankful for all you do as well.

Question: How do you think, as students, it is going this semester in terms of hybrid and f2f and otherwise?

Comment: I know my professors have been very flexible. I know many students have been forced to stay home due to multi-generational homes, but everyone has been flexible which has helped students. Professors are taking initiative to do better with online communication which has worked out well as well.

Speaking for the faculty, if there are concerns you can contact any of us and we will do what we can. We appreciate having you with us.

III. Unfinished Business

IV. New Business

Major Items

Academic Forgiveness Policy (first reading)

Was tabled at the last meeting.

Susan: The Academic Forgiveness Policy allows the forgiveness of D or F grades (new or returning) for the purpose of calculating GPA for graduation. For students who have not been enrolled full time at any Institution in the last 4 years. The reason why, it originated from the Registrar due to confusion and lack of clarity in the catalog. Also found a note in some files from Leland about it needing addressed. The process was convening a group within Academic Affairs and coming up with a draft. Folks from the Registrar, Dr. Harvey, Merri, Leland, and Jenn Jones.

After the draft, it was vetted and considered through Admissions and Credits committee. The reason is clarification. It clarifies the purpose, the conditions under which forgiveness can and cannot apply, if they are eligible, and procedures for returning to FSU if they are eligible.

HEPC series 22 contains a section within that policy “Discretionary Academic Forgiveness” BoG policy 15 has a section with the same name. Academic Forgiveness Provisions. It does not alter or amend any of these policies. It was written to be consistent with HEPC but provide clarification in the catalog.

Question: As I am reading this a student can’t apply for forgiveness upon returning. They have to wait until they have earned 12 hours

Response: Correct.

Question: are they able to take more than 12 hours in that semester or are they limited?

Response: My understanding is that it is at least 12 graded credit hours, that would be a question for the Registrar.

Comment: in the past, if a student is working with an SAP they are limited on the hours they can take, it might be a good clarification.

Motion to approve for first reading Oxley/Cuchta (Passed).

Minor Items

PPSC Recommendations

2011 was the last verifiable affirmation of the process.

Really no changes since last year, except those necessitated by COVID (mail in, proxy).

Motion to approve recommendations to process as submitted by the committee (Long/Cuchta) Passed.

Form will be sent this Friday the 16th. Drop deadline at 4pm October 30. Mail-ins must be sure to mail in advance with adequate time to arrive. Sometimes fast and sometimes slow with Campus mail. Charley Hively will be sending reminders to faculty.

COVID-19 Committee Recommendations

Submitted by Dr. Clark. Sent to senators, there have been some minor changes suggested since then.

We were looking at things pertinent to faculty, especially focus on teaching and instruction at this time. A lot of what we talk about is how to teach more effectively. Things like some students on the computer, some students in front of you. Tips and tricks to get through that. Has been a good venue to raise these issues and take them back to our constituents. PD will help this a lot.

We did come up with 3 areas to discuss. First was COVID reporting. It may not seem like a teaching issue, but it does impact us daily. The way the numbers are reported, as compared to other Institutions in the state. Presented the WVU dashboard on screen, not to say we need to cookie cutter the approach. Presented the Shepherd COVID dashboard on screen. Issue that came to light is, is there some additional granularity that the faculty would recommend. Presented a proposal with suggested edits proposed after the draft went out. Asking if we can harmonize the approach. On the same token, I understand the administration is looking at this and we appreciate that and the attempts to modify to the approach. There is also nothing to say that if a school agrees on an approach for their dashboard that the state won't mandate one approach. Suggestion to separate cases among students, faculty, and staff was a major concern to committee members.

Proposal 2 was presented on screen. Request to pause Promotion & Tenure reviews. Thinking circumstances have altered the way a lot of professors work including the ability to do research. The inability to leave the state, etc. It particularly impacts those up for tenure. This suggests that faculty be given the option of taking a one year pause in the tenure clock. We do recognize that the tenure packages are due in November, most of the current group is done. The concern was if this is going to be an issue for those coming up for tenure/promotion next year or the year after. There are several options for changes presented in the document like how to codify the time period.

Proposal 3 is an allowance for a pause for Program Reviews. Concern is that because of the

pandemic we know that programs can be impacted by that. Heartened to hear the positive news about retention, but, the forcing of unanticipated delivery and changes to content and vulnerability of enrollment impedes planning. For an existing program, how can we maximize enrollment? What courses do we need in the next year? This would be an optional pause in the Program Review Process.

Question: Can you put #3 back on the screen?

We are pitching these as senate recommendations.

Rick Stevens: Just a backdrop, Chuck is invited to Deans Council meetings and has come most of the time in an effort to be transparent. On a global sense on one hand when there is an addition of something like COVID it can say to us we should put some things on hold or substitute in terms of how we spend time. For P&T, those who are up basically didn't discover that this fall, they knew that and we knew that we had a relatively small number to be reviewed. My orientation on this is to plow forward until we find we can't do something, then make an exception in those cases. I have made such exceptions when someone has a family tragedy or illness and deal with it. But, keep the basics going forward. In part because there is usually a domino effect to several other things. I think we take it under advisement, if we find COVID did impact someone in a negative way we can take that into consideration, but, it doesn't mean we need to pause it.

Relative, we have had meetings on how information will be entered and have worked our way through it and are well into it. No one has waived a white flag at us, surrendered, or run away saying they can't do it. My inclination is that until someone has an issue we keep moving forward.

Similarly, we probably won't get much of a delay from HLC. They will say do what you need to do, everyone is dealing with this.

Program review is a different animal since it requires more people to collect their efforts. There are some things in the atmosphere about program review that have people thoughtful about it, and also full of angst. We have been working at the Deans Council level to make sure we have a clear calendar of who is up for review, when should people be planning for their next review, etc. Along with assistance from Susan and Merri we are nailing that down. There is a program review process already in place, our intent is to move that along. We are trying to streamline it a bit with some of our software packages, and trying to get our intra-academic year calendar in place for when materials have to be produced. I do think we will have to stretch it out a bit this year as we get the pieces in place. We are trying to get a piece together that everyone will understand and have clarity on as we move forward. I have had conversations with some of you, Merri, Susan, and Deans, what I have pledged to do is to make sure we are sitting at the table with you all or whoever is an appropriate collection of faculty to make sure we know the details of any issues and iron those out. Nonetheless we came into the year expecting we would do program review, we need to keep trying until we find out it's not possible in some particular case.

Comment: Thanks, it must be like negotiating your way through a minefield. We just wanted to raise these issues. Please look at the chat as people are chiming in.

Comment: For the first item, I would say we have had some very good and recent discussions at ELT level about what and how we communicate. Some of you may recall that what we did in week 1 with COVID and our experience would evolve when we went to weeks 2-4. I think that

we understand the information associated with our dashboard needs to evolve. I am happy to take this back with me to ELT. One of the conversation pieces we had recently was our desire to make the information we put out meatier and more substance. We do put at the top how many people we have tested, that hasn't changed since it was 8-9 weeks ago. I don't know that we need to keep putting that up there. When people don't see a change they might not look at the next number. The surveillance testing is a different kind of number to report on. We do have a little difference regarding quarantining. There has been some recent good information that came out from URM to describe this. That is, when any student come within sniffing distance of anything COVID related we quarantine them. Tina Mascaro sends out notices that xxx is being quarantined because of a Covid event. We don't test right away because we don't want a false negative. We wait 5 days, if he develops symptoms we go to the next step, if he doesn't then he can return to class. It means that our quarantine numbers go up and down radically and have not nearly as much connection to positive cases as they do in other areas. I believe our quarantining has helped us manage positive cases. Other I have reserved quarantine for those with positive cases, ours is any exposure. I am in NY now, I have to quarantine for the rest of the week since I was out of state. I feel fine, but, me being in quarantine doesn't mean I am ill. Same for students when they travel. ELT just initiated this and I am happy to take this document forward to talk about what means the most to people and inform the most without misinforming or creating doubt.

I think the committee has some constructive suggestions as far as categories to consider. I am glad you have taken that up.

Question: what action are we looking for as a senate on these?

Response: I think the key word is recommendations. As a senate, would anyone want to make a motion to approve them and send them forward to the appropriate admins to be considered as recommendations.

Motion to recommend proposal 2 to the responsible administrative parties (Niichel/Long)
Motion amended to remove the second sentence.

Discussion around possible amendments.

Comment: I do request we be proactive by having this policy in place. This is not going out on some unchartered limb.

Comment: Even our discussion on temporary faculty is persuasive in taking this up, as Provosts come and go. We don't know how the next Provost will feel about giving extensions due to COVID. As you said, Rick, you don't generally like the informality of the contract business among faculty and admin. I think it's good to be able to be able say explicitly if they want to request a pause that it is acceptable and honored.

Question: It seems to me that what has happened is that we are changing the nature of this proposal as one specific to COVID to a very broad consideration that this is going to say "we recommend there be a policy that faculty be given the option that there be a pause in P&T review" without a rationale.

Reponse: No, that is not what we are saying. The first sentence gives the context of COVID 19

Comment: What is funny is that this is a recommendation for a recommendation. Part of my question is, is this a thing of the moment, or bigger than that. As a recommendation I could accept or not accept it, or I could ask questions related to it. I don't see this as a policy, I see it as "can we think about doing these things." Part of it seems to be immediate, but part of it seems to be more broad than that.

Question: What were the changes?

Response: The second sentence because we couldn't decide on language as to time period, but that the rationale would remain.

Comment: The rationale would remain part of the recommendation. As Dr. Stephens has pointed out, there is precedent for pausing the clock for accident or otherwise, we aren't setting the standard for a possible pause but the extraordinary of COVID is what we are talking about.

Comment: Yes, the rationale of COVID is important to include. Each proposal merits a rationale however we edit the recommendation.

Comment: I think it's very important, yes it's only a recommendation, but if faculty feel strongly about it that it be made known to the admin that faculty feel strongly about it.

Comment: There's some discussion in the chat as well that is relevant in terms of what the committee did or did not consider, so if you would take a look at that.

Motion Carries.

Question: What about the other suggestions?

Response: I think, after Tina's comments that no further action be taken on proposal 1. Second that as it sounds like that discussion is happening in ELT. There could be some back and forth on different ways of reporting it, but I don't see any need for a recommendation at this time.

Withdraw proposal #1 (Todd, Chair).

This discussion has also provided additional information for Dr. Stephens and the others on the committee, so they know the faculty concerns. I would suggest you have accomplished what was intended.

Proposal #3 given the time, motion to table the item (Long/Niichel). Passed

V. Open Forum

Question: Has EC taken up the issue of temporary faculty and transitioning? Any progress on that?

Response: It is an ongoing discussion, I don't know that there is any progress?

Question: We have made no progress?

Reponse: To respond, at least from my perspective I'm not sure how to make progress on that. It's been an issue for a long time.

Comment: If I might, I think part of what has happened is we are looking at the bylaws and looking at what constitutes a full time faculty member and there are a lot of questions around that, FEAPS, term faculty, chairs that are 25% admin and not 50%, there is discussion happening but we don't know yet what can be done, but it is under discussion.

Comment: I trust that it is, I just wondered if there is any progress. It seems it's a difficult discussion of what can Senate actually do about it? My thought is that Senate can't do much, but we do have a voice. What can we do for our colleagues who are not tenured and should be on track to get tenure? In many situations maybe there are times we shouldn't do anything, but, there are a lot of forces working against tenure. That's why I've been persistent about it.

Comment: Please continue to be persistent, it is thorny. Silence means acquiesce and that's not acceptable.

Question: What with the charge the EC to meet with the BoG about Performing Arts program terminations, any progress?

Response: I thought the charge was more generic, more about a looking at the program review processes and secondary to that was the Performing Arts terminations.

Gina: my recollection was about Program Reviews in general. So, I have had a good conversation with Dr. Stephens last week, his commitment was to enter into discussions with Chuck and EC identify some people and begin a dialog with Dr. Stephens about developing a process. One of the comments in last senate was on the mark, to have a process when we create courses and programs it goes through a formal process. There should be some corollary on the back end if we are talking about terminating a program. At this point, I am leaving it to Chuck and the committee to identify some people to start that conversation with Dr. Stephens. Since Senate has a role to play, and in the standpoint of shared governance it is appropriate for senate to have a role in that. As for a meeting about Performing Arts specifically, my guess is that your answer will be there is pending litigation and there can't be a meeting.

Question: What we did do as a senate was pass a resolution requesting the BoG reconsider the program review that they did for Theater & Music, where is that.

Response: I will request that that be put on the agenda for the next Academic Affairs committee because that's where it would go.

Comment: Please do that, it was passed in August.

Question: Was the president of the BoG here to discuss some of those reviews with us? Is that them fulfilling that request? There were a number of comments about program reviews.

Comment: I think Gina's right, he's not going to be allowed to talk about that with us, so that's not why he was here.

Comment: I think he was here honestly to begin dialog, to say the BoG is here, we all have our roles and that he is open for conversation, but also to make clear that the BoG should not control day to day managerial decisions for the University. It doesn't mean they don't have oversight responsibility, but more in policy. That's what I took from him, but, I don't want to put words into his mouth. I don't think he intended to be here to talk about program reviews, he likely would have declined to discuss that.

Comment: Faculty Development Award nominations are open and are due by November 6 on the LibGuide

Motion to adjourn Niichel/Clark

Next Meeting: November 10, 2020, 3-5pm

*If you have items for the agenda please send your request to the Faculty Senate President (Charles.Shields@fairmontstate.edu) by Tuesday morning November 3, 2020 for consideration by the Executive Committee.