

Faculty Senate Minutes  
December 6, 2016

Attendance: Robin Payne (Soc. Sci.), Harry Baxter (ACF), G.H. Budd Sapp (BOG), Deb Hemler (BCG), Tony Gilberti (Tech.), Daphne Ryan (SGA), Bob Mild (Academic Affairs), Amanda Metcalf (SoE/HHP), Julie Reneau (SoE/HHP), Amy Godfrey (Business), Aimee Richards (SoFA), William Harrison (Soc. Sci.), Dan Eichenbaum (SoFA), Fran Young (Nursing) Matthew Hokom (L&L), Donna Long (L&L), Chris Kast (Beh. Sci.), Joe Kremer (President), Gina Fantasia (Academic Affairs), Jim Davis (Business), Siegfried Bleher (CSMP), Veronica Gallo (Nursing), Anthony Yost (Tech)

Guests: Maria Rose, Chris Lavorata, Jack Kirby, John Lympany, Robynn Shannon, Mike Ransom, Debra Hoag, Anne Patterson, John O'Connor, Al Magro, Galen Hansen

- I. Senate President Kremer called the meeting to order at 3:00 p.m.
- II. The Senate approved the minutes of the November meeting with no revisions.
- III. Announcements/Information/Discussion
  - A. President Rose
    1. There will be a 2% reduction to the university's budget, which amounts to \$305,550. The administration began to work on this back in February 2016 and has taken proactive measures, so they will not have to ask individual budget managers to do across the board cuts again. They are trying to absorb the cuts in different ways, including the renegotiation of contracts; however, President Rose has been told by Chancellor Hill and others that there may be another cut before Governor Tomblin leaves office. Governor Tomblin has also issued a hiring freeze as well as a travel freeze. The university is following the same policy, with travel having to be pre-approved. The university anticipates further budget cuts during the next fiscal year.
    2. There will be a meeting with the newly elected auditor to discuss OASIS and KRONOS, both of which are systems created by the previous auditor. The presidents of the regional institutions want to make sure that he understands the challenges that higher education faces with those systems.
    3. There will also be a meeting set up with Governor-Elect Justice's transition team. The transition team has asked Marshal and WVU provosts to coordinate with faculty who are experts in their fields to address state needs, policy, and future directions. The regional institutions have raised strong objection to their exclusion from this process and are urging community colleges to indicate their objection as well. The transition team plans to meet with the Council of Presidents, but no meeting is scheduled with HEPC until February. They hope to have a meeting sooner than that in order to convey their concerns.
    4. President Rose concluded her remarks by wishing the faculty a great break and happy new year.
    5. Senators had further questions regarding the hiring freeze — specifically whether or not it would affect pending positions. President Rose said that the Provost's office will have to look closely at positions that have not yet been posted.
  - B. BOG Report — Bud Sapp

1. Sapp sent the agenda book out on November 30. The time of the meeting has changed to 3:00 p.m.
2. There was discussion related to the eligibility requirements listed in the job posting for the president position. The post was approved with an "earned doctorate" requirement; however, there was some concern regarding the wording about faculty status and comparable experience. Some BOG members were under the impression that an "earned doctorate" was preferred, not required. Sapp reiterated to the BOG that 110 faculty at FSU have earned doctorates, everyone on president's cabinet has an earned doctorate (with one ABD exception), and every president in state of WV has an earned doctorate. The earned doctorate was in fact moved forward as a requirement, but some BOG members are still taking issue with this. There have also been concerns that the post indicates that the president will report to HR. This is only evident in the internal posting, however, and is necessary because of how the post is set up in KRONOS. The president will report to the BOG, not HR.
3. The BOG has taken it under advisement to increase the number of faculty members on the search committee, but there were questions about whether or not this would require HEPC re-approval of the position. President Rose confirmed that this would be the case.
4. Senators asked if Sapp could summarize the argument being made against the earned doctorate requirement. Sapp noted that the main point was to prevent the parameters from being too narrow in order to open up the search to more potential candidates. In addition, in the job post prior to the search that resulted in the hiring of President Rose, the search committee required ten years experience as faculty. The BOG declined to continue this requirement and instead said that faculty experience was "preferred" as is experience in higher education administration. Sapp felt that they had already compromised on these two issues and should not compromise further regarding the earned doctorate requirement.
5. Senators also asked about the HEPC requirement to disseminate the announcement amongst the BOG's constituents before posting it. There was confusion as to whether or not this policy had been properly followed, but Sapp confirmed that it was on the public agenda prior to HEPC approval.

#### C. ACF Report — Harry Baxter

1. Baxter attended the PEIA public hearing on Tuesday Nov. 15 in Morgantown. There were very few people there and a similar trend was observed at the other hearings. With the understanding that the Finance Board has to balance the budget, Baxter made the case at the hearing that the issue needs to be brought to the legislature to compel them to fund PEIA, which would enable Finance Board to reduce the benefits cuts they would have to make. Baxter shared that in his remarks at the hearing, he argued that it would be better to raise premiums than to cut benefits because reduction of benefits undermines those who are sick unfairly. Raising the premiums would mean that the burden was shared more fairly and may prevent benefits reductions from rendering PEIA insurance ineffective.
  - a) In a follow-up discussion, Senators asked for clarification as to whether or not Baxter made these remarks as the university's ACF representative or as an individual employee. He noted that he did identify himself as a professor at FSU as well as FSU's ACF representative. Senators indicated that that it should be clear, however, that his views do not necessarily reflect those of the FSU faculty as a body.

2. Baxter has has spoken with Delegate Caputo and Delegate Longstreth regarding the university's legislative event, scheduled for January 26 from 4:00-6:00 p.m. They have both agreed to the "speed networking" format discussed previously. Baxter will circulate an email to all employees with information regarding the event.
3. During further discussion, senators asked if Baxter felt that the PEIA board has a good understanding of the circumstances people are facing. Baxter noted that at past hearings, only a fraction of the nine PEIA board members were present. At this most recent hearing, however, six members were physically present with the rest participating by phone. In addition, they recorded the hearing. Baxter felt that this indicates that they are listening and willing to hear their constituents. In light of this, senators asked if it would be worthwhile to have some sort of collective statement. This issue has previously been deferred to the Faculty Welfare Committee, but they have not yet discussed it.

D. SGA Report — Daphne Ryan

1. The end-of-year celebration for December graduates went well, with more than 70 graduates attending.
2. The senior project has had its ground breaking ceremony and SGA is circulating instructions for how to purchase a brick.

IV. Unfinished Business

A. Major Business

1. Curriculum Proposal #16-17-01 Nursing General Studies
2. Curriculum Proposal #16-17-02 Rev 1 Math Support & Course Renumbering
3. Curriculum Proposal #16-17-03 Math Support Simplification
4. Curriculum Proposal #16-17-04 Rev 1 Introduction to Folk Music
5. All of the above referenced curriculum proposals were before the Senate for their second reading. A motion was made and approved to consider them as a group.
  - a) During discussion, senators asked if the Math program would please circulate clear directions for advising purposes regarding their curriculum changes.
  - b) All four curriculum proposals were passed for second reading.

V. New Business

A. Minor Business

1. Fall 2017 Schedule and Faculty Development Days
  - a) Faculty have raised concerns regarding the early start date for the Fall 2017 semester. The start date falls outside of the faculty contract, which technically begins on August 15.
  - b) This issue has been raised by the Senate in the past, but new concerns brought to light again by new hires, who have been told that faculty are paid for this time in arrears.
  - c) Provost Lavorata noted that the administration has already cut three days from Faculty Development Week. When asked why we continue to begin so early, Lavorata explained that we have just been copying the schedule from year to year. In addition, it is necessary to have a long break during the winter holidays to give Student Services adequate time to process everything. The administration can look to the Fall 2018 schedule, however, to see if a change is possible. The start date can be changed so long as the university provides the required number of instructional hours.

- (1) In response to this discussion, the question of whether or not faculty have been shorted any pay with the transition to the 26 pay period. Steve Roof has made a spread sheet and is working with HR to determine if there is a discrepancy.

B. Presidential Search -- Ad Hoc Committee Proposal

1. Senate President Kremer reported on a productive meeting the Executive Committee had with Dixie Yann. The Executive Committee stressed the importance of hiring a president who understands faculty experience. Budd Sapp, the faculty representative to the BOG, and Rachel Ball, the student representative, have also stressed the importance of this criteria. Yann seemed to agree and added that the BOG hopes to hire someone with a concrete vision for growth, who demonstrates creativity for building and creating programs, and who has knowledge of WV politics.
2. In addition, Kremer received a faculty petition with 77 signatures calling for the inclusion of three additional faculty representatives on the search committee.
  - a) Kremer reported that Yann said that regardless of the search committee composition, the BOG still makes the final decision.
  - b) The Executive Committee had asked that faculty be given an opportunity to provide feedback that includes summary after all candidates have been on campus and that they requested that at least three, preferably four, candidates be brought to campus. Yann seemed amenable to both requests.
3. In addition to the petition, Kremer stated that the Senate should also discuss the proposal to form an ad hoc committee sent out by Al Magro as well as a resolution outlining faculty preferences.
4. After making the above remarks, Kremer opened discussion, but requested that senators participate more formally by raising their hands before speaking for the purpose of order. During the discussion, the following issues and questions were brought forward for discussion by a range of senators and guests in attendance at the meeting:
  - a) Donna Long, in consultation with Al Magro and Galen Hansen, have circulated a draft of a resolution that they would like the Senate to consider. There has been an effort to speak to as many faculty as possible in advance; however, they apologize if the tight timeline prevented them from reaching everybody. They believe that it is necessary to be as vocal as possible about faculty needs and desires during the search process as faculty will be dramatically affected by the outcome of the search.
    - (1) Their drafted resolution recognizes what the BOG has told us they are looking for and then follows up with points that they feel are necessary for leadership at FSU.
    - (2) Senators asked for clarification if the resolution asked for three additional faculty members only and not additional search committee members from other constituent groups. Long confirmed that yes, given the tight time frame, the main concern is having a voice for the faculty.
      - (a) Other senators noted that it would be up to the BOG and/or the other constituent groups (namely SGA and staff) whether they would seek additional representation. The Senate's concern should focus on faculty interests.
  - b) Senator Amy Godfrey questioned the language in the resolution that seemed to indicate that applicants currently at the level of Dean be disqualified. Magro

explained that it merely reflected the beliefs of the drafters of the resolution that those who had risen higher in the ranks of academia would have more experience; however, the qualification was a preference more than a requirement. Long agreed that the language could be changed to reflect that.

- c) Galen Hansen noted that the role of the BOG is to recognize the needs of the faculty and that the faculty play a unique role in terms of the university's leadership. Therefore, faculty need to do what we can to help the BOG realize that the faculty best understand the academic mission of the university. There is also concern that the BOG is proceeding with the same process they used with the selection of President Rose. While that search yielded positive results for the university, the search was conducted under circumstances that were much different than those the university now faces. The university is no longer as focused on bridging divides as it is on growth. Thus, a different approach to the search seems warranted.
- d) Anne Patterson agreed regarding the special circumstances of the previous presidential search. In addition, she shared her knowledge that in previous searches, the BOG had made their selection prior to the deadline for the receipt of applications, which raises questions about whether or not the BOG was then prepared to adequately receive feedback from the broader community in their selection process. She also stressed that presidential search committees are, by nature large and messy, because they must include all stakeholders. She agrees with Hansen that the BOG must recognize that the president must serve different views and they must acknowledge all of those viewpoints in their decision. Many faculty are also concerned that the rushed timeline as well as the BOG's insistence that candidates should have knowledge WV politics suggest that the decision has already been made.
- e) Dan Eichenbaum shared that at the Executive Committee, Yann suggested that applications are due by December 18 and that the BOG planned to meet in January (the exact date was not yet determined) to conduct initial Skype interviews with the goal of inviting as many as four candidates to campus thereafter. That timeline does not yield much turn around time, especially for the faculty to provide feedback. Since the BOG has no obligation to heed faculty requests for more representation on the committee, it would seem that the best approach may be to lobby to have as many candidates as possible on campus and to heavily lobby for faculty preferences of those candidates.
- f) Gina Fantasia asked if Sapp knows more about the process the BOG plans to follow after narrowing down the pool of applicants. Sapp said that there are no set plans yet, but he does know that there will be opportunity for faculty, staff, students, and community members to provide input. He believes Dixie Yann will follow through with providing faculty with the opportunity to provide comprehensive feedback of all of the candidates.
- g) Sapp also urged caution when it comes to implying that the faculty need to "educate" the BOG on the needs of the university. This phrasing could potentially come across as condescending and create more divisions than it bridges.
- h) Anne Patterson asked where the position has been advertised. President Rose said that it has been widely distributed, including to places like [higheredjobs.com](http://higheredjobs.com), the Chronicle of Higher Education, and Pittsburgh newspapers.

- i) Galen Hansen asked if the BOG hired any sort of agency, as they once did in the past, to help with the process. Kremer explained that no, the BOG reported that they were unhappy with the results when they had utilized such a service before.
- j) Galen Hansen then stressed that the most critical time for faculty input is when the list is first being narrowed rather than after finalists have already been selected. Moreover, he expressed concern that without the help of an outside agency, the search committee has perhaps cut off the opportunity to find additional candidates if it proves that the finalists are inadequate.
- k) Anne Patterson agreed that having the stakeholders involved after they've selected the candidates is entirely different than having stakeholders involved in the selection of the candidates to begin with. Many faculty present at the meeting agreed that this was the most crucial time to have faculty involvement in the process.
- l) Sapp noted that he understands this concern and plans to do his best to help ensure that the finalists selected represent what faculty would want in a candidate. He has also endeavored to do this in the initial stages of the search, such as with the drafting of the job announcement and the requirement for an earned doctorate. He again urged the importance of the tone with which faculty present these concerns to the BOG, stressing that it may come off as an affront to those members who have been intimately involved with creating and protecting the university's mission.
- m) A number of faculty present at the meeting expressed concern that the BOG would take issue faculty trying to provide insight and pointed out that few of the BOG members have worked in higher education directly.
- n) Chris Kast pointed out that given the faculty's lack of leverage in this matter, since many of these decisions have already been made, it may be more productive to focus on what we can accomplish — which at this point seems to be pushing for as much involvement as possible once candidates are invited to campus. Pushing for more transparency in other parts of the process may produce more realistic results. Matt Hokom agreed with Kast, but suggested that the faculty still have a professional and moral obligation to make their best case to the BOG and hope that the BOG is amenable to reason and experience.
- o) Al Magro asked Kast for clarification regarding his proposed fallback position. Kast explained that his perception was that the BOG will be open to receiving thorough feedback later in the process, so perhaps it is best to focus on lobbying for the opportunity to provide that feedback as early as possible and to orchestrate a coordinated response.
- p) Magro then asked if Kast was suggesting that the Senate not present the resolution to the BOG. Kast said that he does think that resolution should be presented but that the faculty should have a more realistic fallback as outlined above. Magro disagreed and stressed that it was a reasonable request to ask for faculty input earlier in the vetting process. Presidential search committees typically have large membership with high faculty representation and it is not unreasonable, he believes, to ask the BOG to follow with tradition.
- q) John O'Connor expressed concern that an atmosphere of mistrust and suspicion was emerging and that creating more friction would be inadvisable.
- r) Sapp pointed out that the majority of the members of the BOG seem amenable to engaging in open dialogue and avoiding that type of atmosphere. Indeed — eight

members had taken care to attend the November meeting of the Faculty Senate in order to engage in such discussion.

- s) Faculty continued to discuss whether or not the BOG will be open to having different type of input from faculty, including the prospect of non-voting advisors. The prevailing perception was that the BOG is wedded to its current course of action, but that they may be response to a more concrete plan.
- t) Kast suggested that the Senate propose the formation of an ad hoc committee that could provide a support system for Budd Sapp, as our official representation on the search committee. Galen Hansen noted that actual representation would be preferable, but in the absence of that, such an ad hoc committee would be desirable.
- u) The faculty took time to review the current possibilities being proposed as well as the existing resolution brought before the Senate. Following that discussion, Donna Long moved that the resolution (with a revision to the language regarding the caveat that applicants at the rank of Dean be considered) be provided to the BOG at their upcoming Thursday meeting. The Senate believed that it would be best for the resolution to be presented to the BOG by a member of the Executive Committee. Donna Long agreed to serve in that role.
  - (1) Deb Hemler then asked how widely the accompanying petition had been circulated. Only 50% of faculty seem to have signed. Magro reported that they made a good faith effort to reach as many people as possible, but many faculty were out of their offices and temporary and non-tenured professors were not pressed to sign. Hemler noted that the BOG has no sway over tenure and promotion decisions, but Magro insisted that what people in those positions are comfortable with must be respected.
  - (2) The measure passed with Donna Long agreeing to present the resolution and petition to the BOG.
- v) Long stated that Budd Sapp deserves recognition for how hard he has already worked on our behalf. Many faculty feel hopeful that with allies like Sapp, Rachel Ball (the SGA representative), Holly Fluharty (the staff representative), and Dixie Yann, that the search committee has the best interests of the university at heart.
- w) Chris Kast moved to create an ad hoc committee that, depending on the response of the BOG to the resolution and petition, would provide our representative to the BOG with additional support in whatever capacity they are capable of, given level of transparency. It was suggested that it would be most appropriate if Sapp served as the chair of this committee. Sapp agreed to serve in that capacity and seconded the motion.
  - (1) Senate President Kremer asked for suggestion as to how to populate the committee. Faculty indicated that it would make good sense for Kremer to serve on the committee, as the President of the Faculty Senate. Faculty then discussed how to populate the committee — by appointment, election, or volunteers. Whether the members should be senators and whether each unit should have equal representation was also addressed. It was determined that Kremer should circulate an email asking for interested parties to identify themselves and to move forward from there.
  - (2) The Senate approved the motion to form the ad hoc committee.

## VI. Open Forum

- A. Kremer brought up a concern raised by a faculty member regarding proposed changes to scheduling procedures. The concerned faculty member had heard that beginning during the Spring 2017 semester, graduating seniors would have a two day window for priority registration before registration opened up to all other students. There were concerns regarding the logistics of this as well as the potential impact on other students that have historically received priority registration, such as veterans, athletes, and Honors students.
  - 1. Senators expressed concerns that compressing the time period will make advising much more difficult and could raise the prospect of faculty having to do even more overrides.
  - 2. Chris Lavorata explained that the registrar, Shayne Gervais, has an idea to improve the process based on his experience at other institutions. He brought the issue to Academic Affairs and would like to implement it for the next registration period to shorten the windows of time between registration categories. Graduating seniors would have first preference before registration opened up to other students with priority. Lavorata will ask Gervais to send the proposal to Kremer to distribute to the Senate and she will invite him to attend the next Senate meeting in order to hear faculty concerns.
- B. Donna Long announced that she and Elizabeth Savage will conduct a poetry reading at 3:00 p.m. on December 17th at Joe'n'Throw. All are invited to attend.
- C. Deb Hemler reported that last weekend, FSU hosted the FTC event and Lego League. The university will also host an international event in July, with teams from all over the world coming to participate. Faculty congratulated Hemler on the event, which spotlighted the university very well.

VII. Senate President Kremer adjourned the meeting at 5:00 p.m