

Faculty Senate Minutes  
October 11, 2016

Attendance: Robin Payne (Soc. Sci.), Mark Flood (BCG), William Harrison (Soc. Sci.), Dillon Bradley (SGA), Daphne Ryan (SGA), Deb Hemler (BCG), Bob Mild (Academic Affairs), Julie Reneau (SOE/HHP), Amanda Metcalf (SOE/HHP), Anthony Yost (Tech), Robert Niichel (CSMP), Amy Godfrey (Business), Aimee Richards (SOFA), Dan Eichenbaum (SOFA), Matthew Hokom (L&L), Donna Long (L&L), Tony Gilberti (Tech), Chris Kast (Beh. Sci.), Charley Hively (Library), Deb Hoag (proxy for Fran Young – Nursing), Budd Sapp (BOG), Gina Fantasia (Academic Affairs), Joe Kremer (Senate President), Harry Baxter (ACF)

Guests: Maria Rose, Chris Lavorata, Jack Kirby, Tim Oxley, John Lympany

- I. Faculty Senate President Kremer called the meeting to order at 3:00 p.m.
- II. Approval of the minutes
  - A. It was brought to the attention of the Executive Committee that the Senate did not vote to approve the May 2016 minutes. A motion was made to do so and the minutes were accepted without further discussion.
  - B. The Senate also approved the minutes of the September 2016 meeting with no further revisions or discussion.
- III. Announcements/Information/Discussion
  - A. President Rose
    1. President Rose thanked the faculty for participation in the HLC site visit process. At the exit interview with HLC, the administration received many positive comments. It will be at least two months before final report is received, however. Rose was impressed by the HLC team, who seemed to have thoroughly reviewed the materials and had a clear understanding of our institution and the problems we're facing. President Rose then deferred to Dr. Oxley to say more about the visit later in the meeting.
    2. President Rose also thanked faculty for their hard work on Campus Exploration Days, which is one of the best things the institution has done in turning recruitment around. These events are very beneficial for prospective students to meet with students, faculty, and administrators to determine if FSU is where they want to be.
    3. The Council of Presidents had a conference call last week with Chancellor Hill. Hill has been meeting with Secretary Kiss, who says the state is \$82 million behind budget projections. He believes we can expect budget cuts to be announced in four to six weeks, most likely right after the election. Hill says that legislative leadership is in discussion regarding outcomes based funding, funding for deferred maintenance, re-integrating the community colleges with the four year institutions, and the possibility of per-credit-hour tuition. Tuition is currently based on 12 credit hours, which is considered "full time." Therefore, students can take upwards of 18 credit hours at that same rate. Per-credit-hour tuition would thus increase revenue. Hill indicated there has also been discussion for a retirement incentive bill.
      - a) The Council of Presidents includes WVU and Marshall, but there is also a regional association where presidents address issues specific to regional institutions. This group is working with a lobbyist to develop an op-ed piece addressing the value of regional institutions. Rose brought a paper outlining what

the regional institutions provide, with particular insight into strong points for FSU, including having the highest passage rate for nursing certification, stable enrollment, and over 100 days of “cash on hand. The paper provides useful talking points for conversations with legislators.

4. In response to questions from the Faculty Senate regarding why the budget projections are so consistently off base, President Rose explained that the legislature does not adjust them from year to year. There was also further discussion regarding per-credit-hour tuition. While members of the Senate and President Rose believe that this could be beneficial for the university, the legislature is just beginning to discuss the options..

B. Dr. Tim Oxley re: HLC visit

1. Oxley echoed Dr. Rose’s comments and offered his thanks to people who have taken time out to meet with HLC team as well as to everyone who provided information and reports.
2. The HLC team had requested additional information ahead of their visit. For instance, they wanted some data through the fall, not just last spring.
3. Oxley feels the visit was very positive. He agrees with Rose that it was a strong, competent team.
4. The HLC team shared the timeline during the exit interview. They no longer share their concerns prior to report, but when the university receives the report, we can review for finding of fact and correction of errors. It will then go through the IAC at which point IAC will issue an action letter. At that point, we can respond to the report. This visit focused on assessment and strategic planning. They also looked at finances.
5. Oxley reported that most of the unofficial reports from the HLC team seemed very positive. They said it was very evident in talking to people on campus (students especially) that this institution has a strong orientation towards teaching and learning. They also felt that it is very apparent that our mission is alive and well as it relates to teaching and learning with a strong orientation towards family and community. They also praised the library as a very valued resource. Finally, they offered further compliments to support services and the campus grounds, which have been beautifully maintained despite the budget crisis.
6. Oxley believes we will not receive the official report from IAC until the beginning of the spring 2017 term, at which point we can issue our response report.
7. Oxley concluded by reminding us that although the HLC team has left campus, they are still in the community. They will be staying at their hotel to draft their initial report before they leave.

C. Dr. Robynn Shannon re: Assessment

1. Shannon noted that the review of information put in TaskStream and peer review process we have adopted were recently highlighted in *Assessment Update*, which is good information that we are on the right path with assessment.
2. There were 47 majors programs to review this year. The review process has been broadened in two ways: 1) more faculty reviewers are involved this year because of the benefit to reviewers in their own programs; and 2) reviewers are going to move beyond the rubric, which was the end goal last year. The goal is for the process to become more interactive and collaborative between faculty and program reviewers.

As reviews are completed, they will be sent to program faculty who can initiate a conversation with the reviewer as necessary.

- a) There are still a few programs awaiting assignment of reviewers, but all but ten reviews were completed by the deadline.
3. Shannon is working with Provost Lavorata to plan a faculty development event regarding IDEA evaluations. The event will focus on how to help faculty get the most out of the evaluations, how to get higher response rates, and how to help faculty better understand student perceptions of what they are learning. The event will likely be held at the end of October.

D. Budd Sapp -- BOG Report

1. Sapp sent out the agenda book for next meeting, scheduled for October at the Caperton Center, via email.
2. Last year Sapp had pointed out that the governing board is supposed to meet with Senate each year and such a gathering was held. He has suggested the November 8 Faculty Senate meeting for this year's gathering.
  - a) President Rose confirmed that she will provide refreshments again.
3. Senate President Kremer requested that the Senate vote to extend a formal invitation to the BOG during the New Business portion of the meeting.

E. Harry Baxter -- ACF Report

1. The last ACF meeting was in August. Baxter sent the report via e-mail and made comments at the last Senate meeting.
2. The next ACF meeting is scheduled for October 20 with a subsequent meeting on November 18.
3. Baxter noted that the Faculty Issues (endorsed by the FSU Faculty Senate during the September meeting) have been endorsed by every other institution that has considered them so far. He anticipates that the endorsement rate will be 100%.
4. On Wednesday, September 28 there was meeting with gubernatorial candidate Jim Justice and nine faculty members. Justice began by saying he would do a lot of listening and not a lot of talking because he wanted to learn about the issues facing higher education. When asked about the prospect of regional institutions coming under the jurisdiction of WVU, Justice confirmed that he is against this and thinks regional institutions should remain autonomous, though he also commented that West Virginia should have more institutions of higher education. Baxter has attended a number of events with Justice and has never heard him mention raising taxes, but at this meeting Justice said additional revenue could be raised by boosting tourism, agriculture, and starting a furniture industry in WV. Later, at dinner, Justice discussed having drug addiction treatment centers in WV that would not only treat West Virginians, but people from out of state as well, which will increase revenue. Justice has consistently said that he thinks higher education is a major economic driving force in WV, but that he is less interested in hearing about the problems and more interested in hearing about potential solutions. He believes he can fix the budget and wants to know how higher education can help with revenue production by helping to prepare people for jobs in fields like tourism, agriculture, or furniture. He asked that faculty send ideas to his campaign and promised that he will meet with the university again if elected.
  - a) Members of the Faculty Senate asked about Justice's position on coal. Baxter noted that Justice owns several coal mines and seems to believe that so long as

there is coal to be mined, it should be in the picture, but that we need to be doing many other things to address budget shortfalls.

5. Baxter concluded with a reminder that the next senate meeting is being held on election day. The last day to register to vote is coming up very soon (Oct. 18 at 4:00 pm) and early voting starts on Oct. 26 and goes until the Saturday before election. He encourages people to vote and to help get out vote.

#### F. SGA

1. SGA Representative Bradley reported that students seem to have been happy with events during Homecoming. SGA collected 1600 cans of food that will go to the Nest and to the local food bank.
2. SGA Representative Ryan followed up on the senior project. She provided cards designed by SGA President James Jesmer to illustrate the project that is underway.
3. The SGA representatives also brought up the prospect of having a “common lunch” hour every day of the week, rather than just on Tuesdays and Thursdays, in order to facilitate more involvement in campus activities and events. Faculty present at the meeting noted, however, that this would be logistically difficult with existing scheduling needs. Courses requiring labs, for instance, would have great difficulty scheduling time if the noon hour was off limits. Nevertheless, the Senate moved to refer this issue to Academic Affairs for further discussion.

#### IV. Unfinished Business

- A. There was no unfinished business.

#### V. New Business

- A. The Senate voted in favor of inviting members of the BOG to the November 8 Senate meeting.

#### B. Minor Business

1. Timely Reporting of Committee Elections
  - a) There was been growing concern regarding the late reporting of membership on committees. Academic units are supposed to be hold elections in April and report the results to Faculty Senate in May. But as of the October 2016 Senate meeting, the Senate is still trying to get this information from individual units.
  - b) The Executive Committee has discussed ideas for how to address this and suggests that perhaps it should be the responsibility of Senators, rather than Chairs and Deans, to report this information.
  - c) Questions were raised regarding how units are supposed to know when they need to elect members to committees because there seems to be confusion regarding which committees need members from which units. Senators also asked where information about elected committees can be found. Senate Vice President Kast noted that this information is available on the Faculty Senate website but not on the Committee on Committees list.
  - d) Senate President Kremer noted that the Constitution and Bylaws outline which units are on which cycles for the election of members and that perhaps the Senate can do a better job of notifying people who needs to elect members to which committees in the spring.

- e) It was determined that while Senators can report the information to the Senate, it is really the responsibility of Chairs and Deans to hold elections in a timely manner.
- f) Regarding this issue, Jack Kirby reported that Curriculum Committee already has three comprehensive proposals in need of review; however, they still do not have full information regarding this year's membership. This raises issues regarding quorum and proper passage of proposals out of the committee. Their first meeting is scheduled for October 25 and they must know the committee membership in order to move forward appropriately. Senate Webmaster Eichenbaum noted that the most current information is available not eh Faculty Senate website.

## 2. PEIA

- a) On behalf of the Executive Committee, Senate Vice President Kast brought up on-going concerns related to confusion over changes to PEIA, including the difficulty of discerning deductibles, out-of-pocket maximums, and other expenses. It seems clear that the situation does not stand to improve, given recent budget forecasts, and the Executive Committee wonders how this will begin impacting the university's ability to keep or to attract people to work here when the insurance system is working so poorly and there is so little clarity about the status of insurance benefits. How can we articulate or communicate more effectively that this system is not functioning well for us? In addition, the Executive Committee wonders if the legislature is exploring other options for insurance plans.
- b) During discussion, it was noted that beginning to record concrete examples of how these insurance issues are affecting people directly. Several Senate members shared such experiences in order to demonstrate the difficulty they've had with dealing with PEIA.
- c) President Rose was asked by the Senate if there is anything that administration can do. Rose noted that the ACF, the Council of Presidents, and other such entities can go to the PEAI board with these concerns.
- d) ACF Representative Baxter noted that the PEIA board usually holds hearings in November. The hearings are open to the public and provide a good opportunity for people to raise these questions in a public venue. Senators who have attended these hearings in the past, however, note that they do not seem to result in tangible changes and that perhaps it is time to go beyond the PEIA board to directly petition the legislature or the governor.
- e) President Rose reminded the Senate that the university must keep in mind that PEIA is not just for higher education but that all public employees are affected.
- f) It was suggested that the Faculty Welfare Committee address this issue for further discussion and to engage in some general fact-finding about whether options have been explored. It was also recommended that Senators raise this topic within their individual units to solicit more feedback about how faculty are being affected. The Senate voted in favor of deferring the issue to the Faculty Welfare Committee.

## 3. Data Access for Major Counts & Retention Efforts

- a) The College of Liberal Arts has been engaged in conversations regarding how the university tracks major counts and other such data. COLA has met with the

registrar, Shayne Gervaise, to discuss how to improve data collection retrieval and assessment of numbers. Gervais said he is the steward of this information, but it is not clear which information he is allowed to readily share.

- b) In addition to seeking more accurate data, COLA is concerned with questions, such as how can we tie data numbers to context? How can it be determined what Gervais can share beyond majors and class numbers? Are there issues of confidentiality/privacy? Can we have clearer parameters about who can share what with who regarding numbers/data? Or, where would we go for approval?
- c) When asked what kind of information is of interest, Kast noted that the institution collects info related to GPA, adds/drops, withdrawals, and so on; however, academic units are only given raw totals. This makes it difficult to plan for the future with such limited data since it is difficult to deduce why the numbers might be changing.
- d) Tim Oxley noted that there is an ad hoc committee focusing on data collection for assessment purposes and how it is used. He thinks that there are plenty of ways to address this issue, including some of the FERPA issues Gervais may have. Anyone is welcome to attend these meetings moving forward.
- e) Senators also asked whether or not there has been any clarification regarding the accuracy of the data collected. For instance, much confusion remains regarding how double and triple majors factor into major counts. This matters for budgetary purposes as well as the survival of academic programs.

## VI. Open Forum

- A. Robert Niichel drew attention to the Annual Faculty Review process and concerns as to when or how faculty will receive feedback on their self-evaluations. In the past, faculty have been concerned that feedback is rarely given, although during discussion of this matter it was made apparent that the degree of feedback offered varies from unit to unit, with some faculty receiving thorough feedback and others receiving none. This raised the question of how the AFR is used and what motivation do faculty have to complete it if they are not receiving feedback.
  - 1. During discussion, faculty asked if the AFR is tied to promotion. Provost Lavorata noted that they used to be tied to merit pay but that merit pay has not been offered in quite some time. A small subcommittee met over the summer and determined that the AFR should be brought more closely in line with tenure and promotion procedures according to the Faculty Handbook. Erica Garrett and the School of Education are piloting a new program to that effect. There are also on-going conversations with the Deans about how to best use this information. There are plans to establish criteria to ensure that faculty are being treated the same in different units.
  - 2. Regarding faculty motivation to complete the AFR, Lavorata reminded the Senate that it is a state code that requires faculty to be evaluated every year. Oxley noted that the AFRs also help to provide assessment data and accountability requirements.

## VII. Senate President Kremer adjourned the meeting at 4:35 p.m.