

**Faculty Senate                      Minutes                      March 17, 2009**

The Meeting was called to order at 3pm in room 16 of the Elbin Library.

Senators Present: Jane Wallace, Mike Blackwell, Chuck Ramer, Gail Smith, Leigh Bovaird, Gibbs Davidson, Richard Brown, Linda Cowan, Brian Fencil, Matthew Harder, Robert Gall, Leonard Rinchioso, Susan Herrick, Tammy McClain, Erik Root, Rose Briggs, Teresa Faykus, Hollie Buchanan, Bob Fliess, Travis Miller for James Vopal

Senators Absent: none.

Others Present: President Robin Capehart, Provost Donna Lukich, Executive Vice President John McCullough, Jack Hattman

The Minutes from the February 17<sup>th</sup> meeting were approved.

President Capehart's report:

The legislature is currently in session so there is not a whole lot to report.

WLSC will go ahead with Faculty and Staff raises from within the College because we do not expect to receive this increase from the state. Faculty and Staff raises remain the 1<sup>st</sup> budget priority.

Enrollment projections look "pretty good". We would like to see bigger numbers, of course, but we're on the right track.

State appropriations could be cut by 2%. The governor says it's not an across-the-board cut. He is asking each school to choose what they want to cut.

The Highlands Project is moving ahead. WLSC should be able to move in by the 1<sup>st</sup> of August. Fall semester classes at the Highlands should be good to go.

The president sent an email out requesting informal meetings with faculty at either breakfast or lunch. The meetings so far have been very good and he learns a lot. He wants to talk about BIG IDEAS, about the role of Faculty Senate, about large-scale projects, etc. He encourages the faculty to join him on one or more of these occasions.

The president had an interesting conversation with one Senator about working-out issues with colleagues. The topic of this conversation specifically referenced poor-quality classroom teaching observed by the Senator. The president encourages the faculty to approach him in the spirit of working out problems together and he is in favor of "self-policing". "The academy is more than just reacting, it is acting." The president said he is very interested in working out problems in a collaborative way, instead of in a combative way.

Bob Fliess brought up the sum of \$600,000. He asked the president if this was the money for pay-raises. President Capehart said he would have to look at the numbers again in order to discuss it in more detail.

The President commented that WLSC has \$5.8 million in reserves. This money is the College's "safety net" in the event of a major event, etc. \$800,000 is being put toward the Highlands project. The \$5.8 million also serves as a backup for faculty and staff salaries and wages for 3 years given the possibility of receiving nothing from the state of West Virginia. The College has a \$32 million total yearly operating budget.

Fliess to Capehart: What do you think about the Post Tenure Review policy? The president replied that he is aware that the Faculty Senate's Personnel committee has it. Fliess: AAUP says policies of this nature should start with the Faculty, not the Administration. The president replied that the PTR

policy is the result of “acting” instead of “reacting” (as he spoke of earlier). He would rather have a policy in place before the College is “required” to create one.

Fliess: Then why did the administration start drafting a Post Tenure Review policy without any faculty input? Especially since the AAUP specifically states that policies of this type should originate with the faculty – NOT the administration. How is THAT collaboration?

Capehart: I would like to move in that direction.

Susan Herrick: What about that Senator who had a conversation with the president? What became of that?

Capehart: The point of that story was the idea of “self-policing”.

Jack Hattman: The word “policing” makes faculty nervous.

Capehart: “Awareness” is a better word.

Mike Turrentine: Have the 3% raises been budgeted already?

Capehart: The administration IS putting the 3% salary increases into the budget.

Fliess brought up the topic of salary inequity based on seniority and gender. He suggests some money should go toward resolving these salary inequities.

Donna Lukich: There is a policy on the books for anyone who wants to raise a concern about salary inequities.

Dr. Lukich’s report.

Thanks us for our continued hard work. The administration is very appreciative.

Interviews for Political Science, and others are currently underway. The Dean candidates for Education and Business Administration are coming in the next few weeks.

The Professional Education candidate withdrew and the search will begin again. The Dean of the School of Professional Studies is being advertised. Applicants will be reviewed very soon.

The Music Division is drafting a response to the National Association of Schools of Music regarding their accreditation visit. Dr. Brown is working on the report which is due in May.

The Bachelor of Music degree is being designed and will go before the curriculum committee at the April 14<sup>th</sup> meeting. The proposal will come before the Senate at the April 21<sup>st</sup> meeting.

A Social Work degree proposal will go before the curriculum committee in April as well.

University Week – stay tuned for details.

The Post Tenure Review policy proposal is currently in the Personnel Committee.

The recent “Black and Gold Day” was very successful and Spring Open House in March 28<sup>th</sup>.

Cap Degree Module – Scott Cook and the office of the Registrar are working on an online 90-hour evaluation for each student. It currently takes a long time to receive 90-hour evaluation information. The School of Business Administration is piloting the module and the Registrar will be monitoring the progress. Online modules will be available in the Fall of 2009 for all Faculty. In the Spring of 2010, all students will have online access to their 90-hour evaluation data.

Recruitment and Retaining students. Any ideas the faculty may have about new ways to recruit and retain students is always welcome.

The College's Higher Learning Commission response was received by HLC in Chicago. They have requested more data. They are, however, very pleased and believe the College is on track.

The General Faculty Meeting will take place on April 22<sup>nd</sup> at 12 noon in Kelly Theater. Two positions will need to be filled: Faculty BOG representative and the ACF representative.

Bob Fliess asked about Naval History class. The issue was resolved.

John McCullough reiterated that every effort will be made to maintain the 3% raise for all faculty.

Turrentine's Report:

The next Board of Governor's meeting will be April 22<sup>nd</sup> 2009.

Robert Gall: The WLSC website is "a mess" in terms of the ease of finding information. There needs to be an easier way to find BOG information on the website.

Herrick ACF report:

Regarding the Post Tenure Review, the faculty should be involved right from the beginning. Faculty and administration should be more cooperative and less adversarial. It might be useful to appoint a Senator to be a representative from the Faculty Senate. (Mike Turrentine is currently the Board of Governor's representative for the Faculty as a whole.)

Bob Fliess: Faculty should try to make time to go to more BOG meetings than they currently do.

Herrick: Faculty can have themselves put on the agenda if they have a specific issue.

Fliess: There is a way for anyone to get on the agenda if they do it far enough in advance.

Academic Policies and Procedures committee: Chuck Ramer – no report.

Finance Committee: Bob Fliess – no report.

Personnel Policies and Procedures: Brian Fencl – The committee will have a concrete motion to put before the Senate at the next meeting (April 21 2009). Bob Fliess requested that the policy draft be sent to all faculty. The Personnel committee meeting will be announced once it has been confirmed. The policy draft will be posted on the Senate's website.

Chairman Gall: The purpose of the Faculty Senate website is for the dispersal of info and for contacting Senators.

Jack Hattman: I am disturbed by the assumption that we need a PTR. Don't we already have these procedures in place?

Leigh Brovaird: The PTR isn't necessarily a negative thing. PTR could also be an opportunity to reward faculty members who do good work. If you're tenured, then why are you afraid of review?

Bob Fliess: In theory, Dr. Brovaird is correct. However, the document is purely punitive. If it doesn't start the right way, it cannot become a good document.

Robert Gall: The document will be on the website very soon.

Rose Briggs – Social Committee – no report.

Linda Cowan – Student Advising Committee – no report.

Erik Root: A committee has been formed to correct the Faculty Senate Constitution.

Announcements:

Board of Governor's policy 48 is available for public comment. Please review it on the BOG site – click on Human Resources and then click BOG on the left side.

Action Items

Fliess – MOTION – Faculty Senate feels that the PTR policy should be suspended and started again.

Cowan – Seconded. Fliess – wants a satisfactory answer as to why it started and why AAUP guidelines were not followed.

Lukich – The PTR purpose is not just punitive. The PTR is the College's effort to be pro-active and make us a "place of distinction".

Fliess – Why did you not consider the AAUP guidelines when beginning this process?

Lukich – This is not the right time to discuss that particular point. Welcomes the opportunity to work with Faculty to complete the document. She started it because she doesn't want this to last for five years to get done. The current document is something the Personnel Committee could throw away and start over if they see fit.

Fencl – The timetable for completion is not immediate. We have time.

Fliess – Agrees with Fencl, but still does not like the way this was done.

Root – Some have made the argument that the PTR is the "roots of the poison tree". I think we should table the motion.

Fliess – Agreed with Root. Motion to table. Cowan 2nded.  
MOTION to suspend the PTR and start from scratch is TABLED.

Ramer – MOTION to untable the Approval of amendments to the MWF/TR class schedule change Motion. Fliess – 2nded. MOTION passes.

MOTION to change "Sate" to "State" on the handout. Gail Smith 2nded – MOTION PASSES.

The MOTION on the floor: To approve the amendment to the MWF/TR class schedule change Motion.

Fliess – how did the Deans and Chairs respond to the MWF/TR schedule change?

Ramer – The Deans and Chairs said that students and faculty might try to compact their schedules to 2 days/week. Nursing program has already expressed concerns. Also, there would be a reduced number of class periods, etc.

Fliess – Anything positive? Ramer – we asked for the possible "impact", not necessarily seeking any positive response. Root – most students seemed to be in favor – has received positive feedback. Gall – we had positive feedback from Senators and Committees last Spring.

Shane Stack (Student Government President) – doesn't know if students are for or against. His feeling is that he's not sure the students would be for it.

Fliess – Faculty Senate can have a say – it's not the final word. We have our voice, but there are other voices.

Buchanan – current schedule allows more class sections. In looking at the proposal, has that been considered? If that's the administration's primary problem, has the administration looked at a proposed schedule to see if that really is a problem? Gall – 97% of all classes occur in A-L blocks (10 periods) "the proposed schedule would also include 10 classes in the 8 am to 2 pm time frame".

Ramer – By switching to MWF/TR, we're actually increasing the amount of class time that can be used. The new proposal would also give students more freedom – If classes were spread out more, then students would not have to miss so many classes when there is a 2 hour delay.

Gall – Our decision is just a recommendation. Faculty have been asked to ask their constituents.

Linda Cowan called for the question. Dr. Brown 2nded.

Teresa Faykus asked to be heard.

Cowan rescinds her call for the question.

Teresa Faykus – If it goes to administration, the Nursing program has a huge concern. She presented her findings.

Brown – There are a huge number of classes that don't follow the existing schedule. Those programs that don't want to change the schedule are the same programs that don't follow the existing schedule. So why would a schedule change be such a problem?

Robert Gall noted that the question had been called: To approve the amendment to the MWF/TR class schedule Motion that was tabled at the previous meeting. THE AMMENDMENT PASSES.

MOTION: To approve the MWF/TR class schedule change proposal. Seconded by Harder.

9 senators voted in favor of changing the class schedule to MWF/TR. 10 senators voted in opposition to the change. The MOTION to change the college-wide schedule to a MWF/TR system failed.

Faculty Forum

Parking tickets, etc. Gall – JD Carpenter tells the Police not to ticket people. Buchanan – commuters get shafted because on-campus students take all the close spots. Can we have a policy?, Fliess suggested.

Gail Smith – can forms be put online for easy access? Faculty Development, Vehicle forms, etc. Gall – they're there, but very hard to find.

Fliess – motion to adjourn. 4:45pm

Minutes respectfully submitted by Matthew Harder, recording secretary