

West Liberty University
Faculty Senate Minutes
February 16, 2016

ATTENDANCE: Lihua Chen, Greg Chase, Travis Miller, Traci Tuttle, Ryan Koenig, Jerry Duncan, Michael Aulick, Linda Cowan (FS Chair), Susan Herrick (FS Secretary), Jim Haizlett (BOG representative), Jeff Pfister, Aaron Harper, Jeremy Larance, Sheli Bernstein-Goff, Corey Reigel (FS Vice Chair), Stephanie Meredith, Margy Bowman, Fuhua Chen, Jon Serra, Matthew Zdilla, Rick West, Sylvia Senften (ACF representative).

ABSENCES: Teresa Faykus, Dave Blowers

Invited Guests: President Greiner is in Florida
Brian Crawford, Provost
Shannon Halicki
Dave Thomas

Called to order at 3:31 PM

Revised January Minutes were pproved.

James Haizlett, BOG report

The external audit was reviewed and was favorable. Dr. Greiner's first presentation to the BOG went well. Attorney John Gompers informed us that we –the constituents – faculty, student and staff representatives – may attend the BOG Executive committee meetings. For years these constituents have not attended because they assumed that the meetings were closed.

Jim recommended that for future Faculty Senators' awareness, we should insert a provision in our Faculty Senate By-Laws that senators may attend BOG executive meetings.

Dr. Sylvia Senften, Advisory Council of Faculty Report

The legislature has not yet addressed the under-funding of PEIA in WV, despite the public hearing.

enate Bill 604: the allocation of funds derived from the Soda Pop Tax to WVU, Marshall, School of Osteopathic Medicine (in Lewisburg, WV)

SB 604 includes the Department of Human Resources' medical program as a recipient

House Bill 4504: Allocates 75% of said funds to all 4-year colleges and universities and 25% to county health departments.

Dr. Senften urged us to contact our local legislators who currently sit on finance committees, Jeff Kestler (Senate Finance Committee) and Erikka Storch (House of Delegates Finance Committee).

Provost, Brian Crawford

Policies 123, 210 & 214 revisions will be open for public the 30-day comment period.

Policy 123: Proposed changes include aligning this policy with the BOG Policy 23 so that non-substantive changes can be made without a 30-day comment period. The revisions also include the specification of the number of committee members representing Faculty Senate.

Policy 210: Addresses the need for flexibility in specifying expectations of faculty performance evaluation in terms of teaching load, professional development and service.

Policy 214: Changes in the document (on p. 11) that address the proposed changes in policy 210 are proposed. E.g., a faculty may manifest “significant” teaching performance but “reasonable” professional productivity.

General Studies Proposals are being addressed by the Assessment Committee, Faculty Senate, and the Deans’ Council.

ACTION ITEMS

Faculty-at-Large representative on the Faculty Salary Committee: The other members include the Faculty Senate Chair, the Provost, a Chairs’ Rep, a Dean’s rep and the Finance VP.

Of the nominees, David Wright, Darrin Cox, Dominique Hoche, Theunis Van Aardt, Darrin Cox became our faculty-at-large rep on the Salary Committee with Theunis Van Aardt as the alternate.

Senate By-Laws Revisions: Chair Cowan presented the Faculty Senate Executive Committee’s recommendations for the Senate to consider. All of the revisions must be voted on by a full faculty meeting to be held at the end of April, 2016.

Appendix of the Faculty Senate Constitution By-Laws:

¶15% or 18%: Based on the Faculty Senate Executive Committee discussion over the determination of apportionment of representation, Chair Cowan compared the representation by college using an 18% and a 15% formula. She explained that the latter would reduce the representation of faculty in two of the colleges, whereas using 18% would closely maintain current representation, safeguarding the quorum required for Senate actions. **The Senate unanimously voted for 18%.**

¶Quorum: Even though we have alternates if senators are not able to attend, thus far, in practice, alternates are not contacted at all or in time to attend Senate meetings. Historically, there have been few instances when the senate failed to have a quorum because we have had at least 21 senators most of the time.

¶ Graduate Faculty Representation: Concern was raised over graduate program faculty. For the past two years, we have ignored our by-laws and had two representatives. Is it time for a separate graduate council? Or will the grad faculty elect a representative to the Faculty Senate? Faculty who teach both grad and undergrad courses are considered full time. At this point the 30 graduate faculty are excluded from apportionment but are represented in the Senate by 1 senator. It was reasoned that since most grad faculty also teach undergraduates, they are represented in the Senate. As graduate faculty increase in numbers, their representation will be revisited.

¶ Current Faculty: Representation is by *college*.

Faculty are full-time at .53 FTE.

The Senate passed the amendment that the calculation of representation be based on the faculty who are full-time at WLU *on March 1st* of each election year – regardless of whether a faculty line will be vacant in the fall.

The by-laws as amended were approved with 2 abstentions. The full faculty will vote on the constitution and its by-laws in April.

¶ **Overall** policy revision procedures: It was pointed out that the grammar, punctuation, vocabulary, formatting, etc. of policies need revisions. **The Senate voted unanimously that non-substantive changes would not be subject to public review and comment; however, the constituents would be informed of corrections.**

Policy 214: Chair directed the Senators to the evaluation form that appears in the policy. The name “Initial Letter of Appointment” is not applicable since the terms of faculty expectations often change from one year to the next. The discussion was tabled until next session (18-2 vote).

Policy 210 on Teaching Loads: Senators voiced their main concerns:

- ¶ The policy should refer to West Liberty *University*.
- ¶ Number of credit hours: For graduate faculty, a 15-hour teaching load with the expectation of *significant* research does not mesh with other universities.
- ¶ The interconnections among policies that address faculty appointment, evaluation, and teaching loads should be examined very carefully and simultaneously so that they form a cohesive and cogent whole.
- ¶ The Senate should not push for a vote on policies that are not good.
- ¶ The value of shared governance is precluded if changes are not coming from the constituents most affected by the policy.

The Senate voted on whether to accept Policy 210. **The unanimous vote was against accepting Policy 210.** Further the Executive Committee would formulate the rationale of “bullet-point” objections for the March meeting.

COMMITTEE REPORTS

General Studies Committee (5 reps and) Traci Tuttle: The CJ application for the 100 level Criminal Justice course was pulled for this year's consideration.

Note: The General Studies Committee, Deans Council, and The Faculty Senate all vote on the General Studies requirements.

Here are the recommendations of the General Studies Committee:

- English 103 met the fundamental communication requirement was approved (3-2).
- Econ 104 (survey of macro and micro economics) met the analytic component of economics and finance was approved (5).
- Linguistics 150 (under analysis and critical thinking) was approved (3-2).
- Intro to Social Work 200 under cultural and self-awareness was rejected (3-2).
- Health & Wellness: The Committee recommended that this course be kept under cultural and self-awareness, unanimously rejecting the application for its removal.

In the course of the discussion of the specific courses, there were criticisms about the procedures of General Studies:

1. It was pointed out that there is no one head to coordinate the process of General Studies.
2. At present there are 5 separate General Studies curricula.
3. A number of senators concurred that the process needs documented clarification so that applicants know what is required and expected in advance.
4. The philosophy and criteria foundational to GS are needed. Michael Aulick suggested that the Senate have a Committee to develop this philosophy. Chair Cowan stated we would put this on the March Agenda.

We proceeded to discuss the recommendations in order to vote on courses to be included for students to meet the General Studies course requirements.

- ¶ English 103: An advanced version of 102 so that students who have already demonstrated proficiency (ACT scores of 25 -27) will only have to take one course instead of two (101 and 102). **The Senate voted to accept Eng 103 unanimously.**
- ¶ Econ 104: **The Senate voted to accept Econ 104 unanimously.**
- ¶ Linguistics 150: Dr. Shannon Halicki presented her rationale to include this course—a combination of linguistics also addressing the history of English, sociolinguistics and would be attractive to psychology and speech pathology majors. The course is closest to Dr. Halicki's doctoral work and expertise. **The Senate voted to include Linguistics 150 (9 Yay, 4 Nay and 5 Abstentions).**
- ¶ Intro to Social Work 200: Dr. Senften withdrew the course for Senate consideration at this time, pending additional information that should have been provided in the application process (see #2 above). Dr. Senften will resubmit her application for this course next year.
- ¶ Health & Wellness: A constituent pointed out that WV is one of the unhealthiest states in the country so we should keep this course. Deans' Council stated that there were not sufficient resources to support the course. The GS Committee has yet to review data on this course. The Senate voted 'to remove this component'. Yay=0; Nay=17.

Jerry Duncan made a motion to create a Committee on Inter-professional Education in order to strengthen our professional degree programs (e.g., in nursing, dental hygiene, speech pathology). The Senate voted unanimously in favor of Duncan's proposal. Jerry volunteered and the Senate unanimously elected him Chair for this Committee.

Finance Committee, Ryan Koenig: No report.

GIC Dave Thomas's report was read by Dr. Cowan.

Dr. Thomas expressed gratitude for Travis Miller's chairing the Committee during his medical leave, to Pat Henry of Maintenance and Shelly Klatt, head of WFF. Earth Day will be celebrated Wednesday, April 20th from 10 AM until 2 PM in the Union Ballroom. Riesbeck's is the corporate sponsor. Recycling Education will be addressed through a survey conducted by the Social Work Students. Freshmen Experience in Fall 2016 are to be educated about recycling. Presently 3.5 tons of recyclables are diverted from the landfill *each month*. On March 2nd there will be a joint meeting of GIC, the Council on Sustainability (Chaired by Aron Massey) with President Greiner.

Ethics Committee: Ombudsman & the Ethics Policy in the Faculty Handbook

¶ Ombudsperson: Aaron Harper distributed his proposal for Ombudsperson for Senate consideration in March. The role of an Ombudsperson is to be a neutral party who clarifies and mediates when faculty and staff have concerns over work-related disagreements and conflicts. This person is not an arbitrator; is not associated with administration and would be paid a small stipend. This is an informal means of finding resolutions to avoid lengthy and sometimes expensive grievances. Concerns expressed were that the Ombudsperson:

- Should not be part of the University
- Should have training, e.g. in issues of confidentiality.
- Be guided by policies that address liability
- Have a form signed by all parties regarding procedures, agreements, etc.

¶ The Ethics Policy is being developed using several sources and models from other universities. Aaron distributed a draft of the policy for Senators and the Faculty Senate Executive Committee to review before presenting it to the full faculty. Members were asked to send any comments to Aaron prior to the next executive committee meeting on March 1. It was pointed out that part of the Ethics Policy particularly should pertain to Unit Heads, who must be unbiased in their evaluations of their faculty. It is hoped that this will be reflected in the revisions of Policy 201.

Dr. Cowan expressed appreciation for the excellent work of the Ethics Committee consisting of Dr. Natalia Omelchenko, Prof. Travis Miller, Prof. Marie DuToit, Prof. Hannah Harner, Dr. Robert Gall, and Dr. Theunis vanAardt.

The meeting was adjourned at 6: 47 PM.

Respectfully submitted,

Susan C. Herrick, Ph.D.
Professor of Sociology