

Senators present: Linda Cowan, Jeff Pfister, Anna Stephan-Robinson, Vishakha Maskey, David Wolfe, Aaron Huffman, Ryan Koenig, Darrin Cox, Aaron Harper, Corey Reigel, Kim Underwood, Robert Kreisberg, Chad Kuhns, Mohamed Youssef

Absent members: Steve Richards, John Float, Jon Serra

Administrators, Representatives, and Honored Guests: Richard Lucas (*BOG Chair*), Stephen Greiner (*President*), Brian Crawford (*Provost*), Scott Cook (*VP Student Services & Registrar*), Sylvia Senften (*ACF Representative*), Robert Gall (*BOG Representative*)

Guests: Brian Fencl, Matt Harder, Jeremy Larance, Gerard NeCastro, Susan Ridley

Senate was called to order by the Senate Chair, Darrin Cox at 3:30 p.m. in Campbell Hall, room 304.

Minutes – Dr. Gall noted 2 spelling errors. Senator Stephan-Robinson noted 1 spelling error. Senate approved the corrected minutes from the January 21, 2020 meeting.

Announcements – Chair Cox reminded Senate that elections for the next 2-year Senate term should occur in March. These positions are elected positions and not appointed positions therefore each college should hold a vote to determine the college's representation.

BOG Chair Lucas:

- Chair Lucas introduced himself as a graduate of West Liberty that has never left. He supports the university in many ways and serves on various West Liberty organizations. The presidential search is progressing well. Videoconference interviews have been completed with campus visits expected in the next few weeks.
- *Questions from floor* – Chair Cox asked about the role of the BOG Chair. Chair Lucas discussed the importance of listening, governance, and finances as priorities. Chair Cox asked about the timeline to replace board members. Chair Lucas stated that it was 18 months before he was appointed and expects that it could take some time. Senator Harper asked about priorities or challenges of the board. Chair Lucas identified finances and policies and welcomed faculty to attend BOG meetings. Chair Senator Kreisberg asked why BOG ignored policy when deciding not to conduct an evaluation of President Greiner. Chair Lucas stated that he would take a look at the policy but he doesn't have plans to evaluate a resigning president. Senator Reigel asked what issues faculty might misunderstand about BOG or what issues BOG might misunderstand about faculty. Chair Lucas stated that he hoped the relationship is strong enough to understand each other. The next BOG meeting will be held April 1.

President Greiner:

- Legislation – A bill introduced by Senator Rucker to exempt certain universities from HEPC guidelines looks to be moving forward. West Liberty could become 1 of 3 universities to meet the required metrics. If passed, this legislation would give more autonomy to the board. The West Virginia Treasurer has proposed legislation requiring all members to higher education to contribute an extra \$10 per month into an additional retirement account. President Greiner stated per West Virginia code this would be illegal because an employee can only contribute to one retirement fund. Legislation to allow guns on campus does not appear to be gaining traction this year. HEPC is working on a marketing campaign to assist students with financial aid at colleges and universities. A West Virginia Delegate has introduced legislation for last-dollar-in aid for universities that would be similar the program for community colleges. President Greiner stated that he supports the initiative plan however it isn't likely to move forward because it would cost the state approximately 9-million dollars. West Virginia presidents will be meeting in April to outline a public funding formula similar to the Tennessee funding formula.
- *Questions from floor* – Senator Kreisberg asked about a federal plan to cut financial aid as reported in the media. President Greiner stated that he was aware of some rumors but isn't aware of any upcoming cuts.

Provost Crawford:

- New Academic Programs – Master of Science in Speech-Language Pathology is being prepared for HEPC. Master of Arts in Art Therapy and Counseling proposal will be reviewed by Senate today. Master of Science in Exercise Physiology proposal is expected soon.
- Policy Review and Revision – Stephanie Hooper has been actively working to review policies to determine if modifications need to be made. Procedure 238, Honorary Degrees was rescinded after learning that the committee had not met in at least 7-years and it was a procedure that was not based on any policy. Moving forward, every procedure should be based on a university policy and every policy should be based on a BOG policy. Procedure 238 was rescinded because there was no link to either. Policy 227 was revised with non-substantive edits.
- *Questions from floor* – Chair Cox asked about the Modified Duties policy being reviewed by Stephanie Hooper. Provost Crawford stated that this is on her list and expects that this will need to be presented to BOG. Chair Cox asked about FTE calculations for online 300 and 400-level courses. Provost Crawford stated generally individual FTE calculations have limited value due to a function of curriculum and scheduling than a faculty member's performance.

Scott Cook – Vice President Student Services & Registrar:

- Parking – Mr. Cook identified the formation of the Parking Committee, not as a committee but a “modified task force” which was formed approximately 4-years ago to assist with an audit of parking on campus. The group met twice within the last year to suggest modified parking at Campbell Hall and Arnett Hall, and to identify locations specifically for motorcycles. Senator Underwood has been added to the group for upcoming meetings.
- *Questions from floor* – Chair Cox reported that the topic of parking is frequently discussed in Senate and asked if suggestions have been discussed with the group. Mr. Cook stated that suggestions have been received and discussed. Mr. Cook reminded Senate that the task force has “added” parking for the benefit of employees by shifting parking because there are no new areas to develop parking.

Sylvia Senften – ACF Representative:

- ACF meeting with legislators – ACF met with Senator Rucker, Delegate Ellington, Delegate Higginbotham, Delegate Householder, Senator Carmichael, and Delegate Espinosa on February 6. Dr. Senften reported hearing several different responses with regard to the budget. The Finance Committee is pushing a funding model similar to that as identified by President Greiner (Tennessee funding formula). Senator Rucker also discussed performance metrics that would allow some institutions to be exempt based on performance. HB2032-Campus carry and SB127-removal of faculty tenure are not expected to gain momentum. Session will end March 7 and there has been little discussion on budget.
- *Questions from the floor* – Chair Cox asked about removing tax for heavy equipment. Chair Cox asked about the cost of previous edition texts being more expensive than newer versions.

Robert Gall – BOG Representative:

- Finance meeting – discussions are ongoing about a 2% increase in tuition. With this increase it is still expected that WLU will remain affordable. Due to declining enrollment in the school of Professional Studies discussions have occurred about a possible reorganization.
- BOG meeting – Master of Science in Speech-Language Pathology was approved. BOG also approved to extend the metro rate to Fayette County in Ohio. Dr. Gall stated that President Greiner reported to BOG that funding for FTE is down 33% over the last 10-years and emphasized the importance of supporting a funding formula in the state. Dr. Gall reported to BOG faculty concern about BOG not following policy and that members of both faculty and staff expressed concern about President Greiner serving as a consultant to the search committee when he had not been evaluated. Dr. Gall stated to Senate that he believes President Greiner has proved helpful in the search process to this point. Dr. Gall also reported to the board the need for BOG policies to be updated and reviewed regularly for changes in West Virginia code.

- Presidential Search – 28 applicants have been narrowed to 11 candidates. Videoconference interviews were conducted with all 11 candidates. 3-5 candidates will be invited to campus in March.
- *Questions from the floor* – No Questions.

Committee Reports:

Policies: Chair, Ryan Koenig

- Committee met to review Stephanie Hooper’s policy draft. The committee is also working to provide feedback on Policy 123 to include definitions of policies and procedures. More information should be provided next meeting.
- *Questions from the floor* – No Questions.

Faculty Medical Leave; Kim Underwood

- Modified Duties – Senator Underwood stated that Provost Crawford addressed her question in his report about the status of the policy. Stephanie Hooper is reviewing the policy.
- *Questions from the floor* – No Questions.

Space Utilization; Chair, Kim Underwood

- Data Collection – the committee met to determine information that will be included in the classroom audit on behalf of Provost Crawford. Offices, meeting spaces, closets, and storage areas will be considered. Senator Underwood asked if there were any concerns about the focus of the committee.
- *Questions from the floor* – No Questions.

Finance: Chair, Kim Underwood

- Senator Underwood reported meeting with Provost Crawford to discuss the language in order to address concerns received during the comment period. Chair Cox collected data from colleges and universities in West Virginia. The workload policy from 6 of these 9 colleges contained “not quantified” expectations. Bluefield College, Fairmont College and West Virginia University each use models that contain more quantifiable language. Senator Underwood identified that it was the model at WVU that the Finance Committee used to establish the 60/20/20 split.
- *Questions from the floor* - Senator Kreisberg asked Provost Crawford about the likelihood of the revision being accepted as policy. Provost Crawford stated that he recommended to the President not to accept the current revision. Provost Crawford stated that he would like to see modifications made to address those who addressed concerns during the comment period. Chair Cox stated that Senate had twice approved the revisions and he didn’t feel that it was necessary to do anything different and commented that some faculty seem to misunderstand the difference between quantity and quality and also misunderstand the difference between workload and evaluation. Dr. Gall suggested that Senators seek feedback from constituents. Discussion continued.

Action Items:

Master of Art in Art Therapy and Counseling; Dr. Susan Ridley

- Chair Cox presented the proposal to Senate.
- *Motion* – Senator Kreisberg, made a motion consider the proposal, Seconded by Senator Cowan.
- Dr. Ridley identified opioid treatment crisis, mental health, and psychology of poverty and unemployment as important areas to educate practitioners who serve the needs of a community. The requirement for professionals in the field of Art Therapy and Counseling is a Master’s degree. This program will qualify graduates to pursue professional certifications such as art therapist registered (ATR) with the American Art Therapy Association (AATA), certification as a Registered Expressive Arts Therapist (REAT) with the International Expressive Arts Therapy Association (IEATA), and State licensure as a Licensed Professional Counselor (LPC) in West Virginia and other States. This is a 60-credit hour program consisting of 51 credit hours of coursework, 3 credit hours of supervised practicum and 6 credit hours of supervised professional internship for students who have previously completed their bachelor’s degree.
- *Discussion* – Chair Cox asked about the locations of internships. Senator Harper questioned how many current students pursue graduate level certifications, how this cohort would align with other programs, and how many applicants would be expected. Chair Cox asked about the need for hiring additional faculty. Senator Harper asked about the availability of qualified adjuncts. Senator Youssef asked about the employment field and the need of qualified graduates. Senator Harper expressed concern that the proposal failed to address specific numbers of employment for this degree which the MS – Speech Pathology contained. Discussion continued.
- *Vote* – Faculty Voted: 10 – Yea, 0-Nay, 3-Abstention. Motion to approve the MA in Art Therapy and Counseling, proposal passes.

Resolution on Adherence to Policy; Chair Cox

- *Motion* – A motion was made to consider the Resolution on Adherence proposal and seconded.
- Chair Cox stated that the idea resulted from discussion in February’s Faculty Forum regarding the use of “minimum.” The office hour requirement from the College of Business was displayed. Chair Cox stated the Resolution on Adherence was produced to address concern of a Dean to revise college policy regardless of what university policy states. Example – what if a Dean were to create policy for a 15-hour teaching load per semester when the university policy states the minimum teaching load is 12-hours per semester.
- *Discussion* – Senator Wolfe stated policy in the College of Business requires him to work an extra day due to teaching a Saturday online course. Chair Cox stated that the resolution would direct changes to be made through proper channels instead of an administrator changing policy on their own. Provost Crawford stated that conversations have occurred with Deans about having faculty on-campus and available for students

but what's happening in the College of Business may have to be looked at more closely.
Discussion continued.

- *Vote* – Faculty Voted: 11 – Yea, 0 - Nay, 2 - Abstention. Motion to approve the Resolution on Adherence proposal passes.

Faculty Forum:

- Various topics were identified and discussed.

A motion to adjourn was made and seconded. The Senate adjourned at 5:43 p.m.

Respectfully Submitted,

Jeff Pfister, Senate Secretary