

# Faculty Senate Meeting Minutes 3/21/23

---

**Senators Present:** Dr. Robert Gall (Chair), Dr. Gregory Chase, Dr. Hilary Bougher-Muckian (Secretary), Ken Sexton (alternate), Dr. Brian Fitzpatrick, Dr. Corey Reigel, Dr. Anna Stephan-Robinson, Jeremy Dann, Hannah Hart, Dr. Ray Holsapple (Policies Chair), Dr. Zachary Loughman, Michelle Yadrick, Matthew Harder, Dr. Zachary Loughman, Dr. Jeffrey Grubbs, Dr. Gerard NeCastro (Vice-chair), Dr. Sherry Rocchio (Finance Chair), Carol Zambotti, Sara Alig (alternate)

**Senators Absent:** Dr. Ronald Hulewicz, Dr. Aaron Huffman, Courtney Huffman, Rose Kutlenios, George Vopal

**Invited Guests:** Dr. Schulman (Interim Provost), Dr. Jeremy Larance (ACF Representative), Dr. Douglas McCall (Parliamentarian), Dr. Jason Metz (BOG Representative)

**Guests:** Dr. Ann Saubier

---

Meeting called to order at 3:31.

---

## **Dr. Cathy Monteroso, Interim President Updates:**

1. Absent

## **Dr. Mark Schulman, Interim Provost Updates:**

1. Dr. Monteroso is traveling for the WLU Basketball game.
2. Campus Carry will go into effect on July 1, 2024. Joe Rodella and the Chief of Police are doing a risk assessment which will go out to an outside contract. HEPC will also be doing a risk assessment.
3. PEIA bill was signed by Governor Justice. This bill will impact all state employees and West Liberty's budget as the institution will have to pay several thousand dollars more. Wheeling Hospital will again be accepting PEIA. There will be Town Hall meetings to address PEIA changes.
4. The state employee pay raise bill passed. Only 50 percent of our employees at WLU are paid out of state funds. Thus, we will not be given funds for pay increases in higher education. Pay and other impacts of the PEIA bill will be addressed in Town Hall Meetings.
5. Dr. Schulman is proposing we have Faculty Listening Sessions where the cabinet will listen to the concerns and issues posed by faculty. In order to promote confidentiality, in lieu of the cabinet leading the listening sessions, Dr. Schulman and Dr. Sliwa will lead the sessions and convey issues confidentially to the cabinet. Similar sessions were conducted for staff and themes of issues with trust, communication, fear of retaliation and compensation emerged. These sessions are intended to be used to determine a specific action plan/actions to be taken to address issues. If the faculty senate agrees, Dr. Schulman would like the Faculty Senate to co-sponsor the sessions. The Staff Council was also very involved in the staff sessions.

***Dr. NeCastro motioned to suspend the rules. Dr. Loughman seconded. Dr. Gall called for a vote. Vote to suspend rules passed unanimously.***

Discussion included concerns about how confidentiality would be maintained, whether faculty would see the results, and what actions would result from the meeting. In addition, faculty questioned how this would be different than similar sessions in the past.

Dr. Schulman's Response: Dr. Schulman wants the faculty senate to be involved to ensure results are seen by faculty and actions are taken following the sessions.

**Dr. Holsapple motioned to endorse the faculty listening sessions. Dr. NeCastro seconded. Dr. Gall called for a vote. The vote was unanimous. The motion passed.**

*Questions and concerns: What is the state of the budget? There has not been an update in some time and constituents are concerned. Dr. NeCastro raised concerns about the fact that the Robinson Writing Center has not had a director since 2022. The center was established in 2017. Students serve as consultants with the writing center and earn scholarships from the Robinson family who has funded the scholarships. Dr. Criniti is the Interim Director. The Department of English and Modern Languages has not gotten a clear answer about why the position is not being posted.*

*Response: As of yesterday, there is a 2.5 million dollar gap in the budget between revenue and expenses. Dr. Sliwa and Dr. Schulman have raised concerns about the budget process and a lack of transparency with how budget decisions are made. There should be a large budget committee with members including students, staff, and faculty.*

*The placement and skills of the Director of the Writing Center needed to be refined because there was a proposal called the Academic Resource Center which eventually evolved into the Student Success Center. This concept involves combining the Center for Arts and Education, the Writing Center, and the Learning and Student Development Center. A director would be hired to oversee the Student Success Center and the center would be housed on the first floor of the library. A job description for the Director of the Student Success Center is being drafted. Roger Getz, Dean of the Library, Dr. Conchar Farr, Dean of the CoLCA, and Chris McPherson, former Director of the Learning and Student Development Center, were all part of this proposal and these discussions. Creating the Student Success Center is a goal of Dr. Schulman for his time as Interim Provost. Dr. Richard Whitehead has also agreed to stay on as ADA Director.*

*Questions: Why were faculty in the Department of English and Modern Languages not consulted in these conversations about the Student Success Center and changes to the structure and function of the Writing Center?*

*Response: When this idea was proposed it appeared as if this had been approved and discussed within the Department of English and Modern Languages and with others who are impacted by these changes. Dr. Schulman recently was made aware of these communication issues by the Faculty Senate and Dr. Angela Rehbein, Department Chair of the Department of English and Modern Languages.*

#### **Dr. Jason Metz, Faculty Representative, Board of Governors**

1. There has not been a BOG meeting since the last Faculty Senate meeting.
2. There was a search committee meeting on March 20th. The application period ended on March 17th. There have been 59 applications submitted. The Presidential Search Committee reviewed 59 applicants and refined the set of questions that will be asked of the semi-finalists.
3. There is a federal requirement that all applicants must be asked the same set of questions but additional questions can be added. Zoom meetings will take place on April 3rd and 4th where they will be interviewing 9 applicants. From there, the committee will reduce the applicant pool to the top 3 candidates and the BOG will take over.

*Questions: Are all of the BOG members on the Search Committee? There have been questions about the BOG Policies that have been recently changed or repealed.*

*Response: Yes, all members of the BOG are on the Presidential Search Committee. Dr. Metz has asked for clarification from Brian Schamp on the policy decisions but has not gotten a response yet.*

#### **Dr. Jeremy Larance, Faculty Representative, WV Advisory Council of Faculty Members**

1. The In God We Trust bill died in committee.
2. The Intelligent Design as a Science class bill died in committee.

3. The TikTok bill died in committee.
4. There will be changes to dual enrollment courses so that all schools will be charging \$75 a credit hour.
5. Concealed carry will go into effect on July 1st, 2024. There are several areas not permitted including stadiums, residence hall rooms, individual office spaces, mental health and patient care areas, grievance and appeal meetings. Although the Concealed Carry bill has passed, individuals are not permitted to brandish weapons unless using them for self-defense. They should be concealed.
6. PEIA Bill: There will be an 80/20 Employee/Employer match. There will be a premium increase of 26 percent. If a spouse can get insurance from their own employer, there will be a \$150 monthly penalty to keep them on the plan.
7. HEPC will be giving Higher Education some funding and the President and BOG will determine how to utilize these funds.

*Questions: Is there a way that WLU can pull out of state insurance and do their own insurance for employees?*

*Response: WVU does something similar.*

**Dr. Sherry Rocchio, Chair, Finance Committee:**

1. Tuition revenue in undergraduate and graduate is down by a little over 1 million dollars. Room and board has a slight surplus. The annual budget is expected to break even or be a slightly over budgeted amount by year-end.
2. Undergraduate tuition will be frozen for the upcoming year. There was an analysis of the graduate tuition rate and there was a modest increase in graduate tuition rates as a result.
3. There is now a partnership with Barnes and Noble. The First Day Complete Program will cost 24 dollars per credit hour and the books will be shipped to their home.
4. There will be a \$50 non-refundable undergraduate enrollment deposit and if the student enrolls it will be taken off their bill. This fee is to ascertain who will fully commit to enrolling.
5. The upcoming budget for the next fiscal year is showing a 1 million dollar decrease in revenue from last year, 44.4 million this year compared to 45.4 million last year.
6. WLU Foundation: There is a 4.3 percent decrease in the total funds raised last year and a 5 percent increase in total funds dispersed.
7. The Day of Giving has already raised \$76,000.

**Dr. Ray Holsapple, Chair, Policies Committee:**

1. The Employee Workload Policy will be wrapping up the policy changes in 2-3 weeks. Forward comments to Dr. Holsapple and he will give them to the sub-committee.

**Dr. Robert Gall, Ad Hoc Committee on Faculty Success**

1. Angela Rehbein, Dr. Schulman and Dr. Gall met with Sarah West to discuss issues with faculty success. FPAR looks a bit different from previous years. After FPAR is submitted from the Chair, it will come back to the Faculty for review and comment before going to the Dean. This is making the process more in line with Policy 214.
2. There are also issues with previous materials not migrating from previous programs to Faculty Success. Dr. Gall and Dr. Rehbein will work with Dr. Schulman and Sarah West to ensure these documents are migrated.

*Questions: There are places where there is no spot to insert an attachment, such as directed learning. Can this be addressed?*

*Dr. Gall's Response: The committee will take note of this issue and bring it to Sarah West.  
Response from Dr. Metz: If you communicate this to Sarah West she can make this change so that an attachment can be added.*

**Action Items:**

I. Policy 217 (On the Table)

***Dr. Holsapple motioned to put the motion back on the table. Dr. NeCastro seconded.***

***Dr. Gall called for a vote. Vote unanimous. Motion back on the table.***

*Discussion & questions - Dr. Monteroso referenced Policy 202. How does this differ? There is no Policy currently that stipulates that a special committee can be formed to promote Deans.*

*Dr. Gall - Policy 202 is about the appointment of deans not about the promotion of deans.*

*Dr. Schulman- Dr. Monteroso misspoke about this being in a policy.*

***Dr. Gall called for a vote. Vote: Unanimous. Motion carries. The Faculty Senate urges administration to cease creating special "university committees" and allowing for a different timeline in considering deans for promotion.***

II. Motion to Revise Policy 123

***Dr. Holsapple motioned to discuss. Dr. Loughman seconded.***

*No discussion.*

***Dr. Gall called for a vote. Vote unanimous. Motion to revise Policy 123 passed.***

III. Motion to Revise Policy 250

***Dr. Holsapple motioned to discuss. Dr. Loughman seconded.***

*Discussion - This change was initiated by Dr. Merilee Madera, Director of Distance Education, who wanted the inclusion of 5.3 and 5.4. The policy stipulates the frequency of HOLI training for teaching online classes. The policy was also changed in 5.7 to allow for online office hours to be conducted from any location.*

***Dr. Gall motioned for a vote. Vote unanimous. Motion to revise Policy 250 passed.***

**Faculty Forum Items: None.**

**Motion for Adjournment-** Motion to adjourn and seconded. Motion unanimous. Adjourn at 4:46.