

Faculty Senate Meeting Minutes 1/31/23

Senators Present: Dr. Robert Gall (Chair), Dr. Gregory Chase, Dr. Sherry Rocchio (Finance Chair), Dr. Hilary Bougher-Muckian (Secretary), Dr. Ronald Hulewicz, Dr. Brian Fitzpatrick, Dr. Corey Reigel, Dr. Sylvia Senften, Dr. Anna Stephan-Robinson, Jeremy Dann, Hannah Hart, Dr. Ray Holsapple (Policies Chair), Dr. Rose Kutlenios, Dr. Zachary Loughman, George Vopal, Michelle Yadrick, Carol Zambotti, Dr. Jeremy Larence (ACF Representative), Dr. Aaron Huffman, Dr. Courtney Huffman, Matthew Harder (alternate), Dr. Jeffrey Grubbs, Dr. Gerard NeCastro (Vice-Chair), Rachel Wiechman

Invited Guests: Dr. Cathy Monterosos (President), Rich Lucas (BOG Chair), Dr. Jason Metz (Faculty BOG Representative), Dr. Douglas McCall (Parliamentarian)

Guests: Dr. Kettler, Dr. Saurbier, Dr. Wheeler, Dr. Konchar-Farr, Dr. Ennis, Ryan Glanville (BOG Staff Rep), Tasha Taylor (Staff Council Chair)

Meeting called to order at 3:30PM.

Action Items:

- I. No Confidence in Board of Governors Chair Rich Lucas

Motion by Dr. Loughman to consider action item on No Confidence in Board of Governors Chair Rich Lucas. Motion seconded by Dr. NeCastro.

Discussion ensued. Points and questions posed by senators included the following:

Who within the BOG made the decision? What is Dr. Evan's job description? What is the salary for the position? How does BOG hiring work? Was the transition negotiated at the beginning of Dr. Evan's contract?

Has this same process happened with previous presidents? How many have been kept on as consultants after their contract?

BOG Chair, Rich Lucas, Response:

The decision was made by the executive committee in August 2020 when Dr. Evans was hired. This is consistent with HEPC guidelines. Due to the conflict of interest, student government representatives, faculty representatives, and staff representatives do not participate in negotiations for salary or duties. Due to HR regulations, they are not able to provide Dr. Evan's current job description, roles, or salary. Dr. Evans reports directly to Dr. Monteroso. His salary will be disclosed when all state employee salaries are disclosed for the year.

In accordance with HEPC guidelines, incoming presidents are only given an initial 2-year contract. The transition was negotiated at the beginning of the contract. Dr. Evans asked for tenure and the BOG declined his request for tenure.

The BOG was following HEPC guidelines.

This particular situation has not happened before. President Capehart was paid out to the end of his contract.

Dr. Evans is an at-will employee and does not have a contract. There is no consulting arrangement.

Questions by senators:

Several senators were concerned with a lack of transparency from the BOG and administration.

Specific questions included the following:

Why were we not told this? Is this a transitioning out position? Why wasn't this position and hire put out via Bamboo by HR? Was there a plan to tell employees or would this not be put out until the university released employee salaries publicly? Although the timeframe has not been disclosed, has the timeframe of employment been defined?

Other senators raised concerns about budgetary issues and the fact that the money for Dr. Evan's current salary could be put to better use.

Finally, a question was posed regarding Dr. Monteroso's knowledge and involvement in hiring Dr. Evans in his current position.

Dr. Monteroso's response - I was not a part of the decision or conversations.

BOG Chair, Rich Lucas, Response:

There was no plan to release Dr. Evan's salary, employment, or title or inform faculty and staff until the public release of information. Dr. Evans either did not consent to the announcement of his employment in this role on bamboo HR or was not asked since he was not a new employee. His title will be released with the release of all titles and salaries this year. The timeline has been defined but cannot be disclosed due to HR regulations.

Motion to close discussion by Dr. Chase. Dr. Holsapple seconded.

Motion to close discussion was unanimous.

Motion by Dr. NeCastro to vote by secret ballot. Dr. Hulewicz seconded. Motion unanimous.

Vote: Confidence -16 ; No Confidence -5; Abstentions- 1 . Motion on No Confidence in BOG Chair, Rich Lucas, failed.

II. Year Long Schedule and Scheduling

Dr. Holsapple motioned to discuss year-long schedule and scheduling. Seconded by Dr. Stephan-Robinson.

Discussion ensued. Questions and points raised by senators are below.

Who is in favor of a year-long schedule and scheduling? Where and when did this idea come to fruition?

What will be the touch point if we will not have a PIN after they have registered for a year of courses?

Most chairs would be able to provide a year-long or even four-year schedule of courses, but this is different from students scheduling for a full year. Losing the contact point will create issues.

Dr. Monteroso's response:

The HEPC wants to eliminate barriers and the Provost was working on eliminating them for faculty and students. HEPC wants 2-year scheduling, more transparency about what courses students need to take, and 4-year, 120 credit-hour, degree completion.

HLC report noted issued with retention. We have to address this issue with HLC and this is part of that improvement plan for retention.

Creating a year-long schedule would help with transparency in communicating to students what we offer and allow for more accurate 4-year plans.

We need to create more touch points with students. Dr. Monteroso prefers to title advisors as mentors and has a focus on mentoring students as opposed to simply advising.

Chairs will have less of a burden in scheduling. Touch points will need to be established within the individual programs.

Senator Questions - *Several senators asked for clarification regarding whether we will be doing year-long scheduling for students simply making the year of courses and posting the schedule for students to view?*

Dr. Monteroso's Response- *Phase 1 will be making the schedule for the full year and phase 2 will be scheduling students for the full year.*

Questions and Points by Senators - *Do we know if other schools are doing this and can we consult with them? Are the schools who are using this model a similar size and population to WLU and do they have central advising staff? Will Freshman be registered for the whole year before starting their Freshman year? There are already many errors that occur since the college/department is not involved in the scheduling of Freshman.*

Dr. Monteroso's response- *Cleveland State and Walsh College. Dr. Saurbier (Dean of College of Business) has experience with year-long scheduling at a previous institution.*

Dr. Saurbier - *Walsh College had implemented year-long scheduling with a school of primarily non-traditional students, and it was very successful.*

Dr. Gall called the question and called for a vote on the motion to oppose the adoption of a year-long schedule and year-long scheduling. Vote: 1 no, 1 abstention, 20 yes

Motion for Adjournment- Motion to adjourn and seconded. Motion unanimous. Adjourn at 5:00PM.