

Faculty Senate Meeting Minutes 4/18/23

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), Michelle Yadrick, Matthew Harder, Dr. Zachary Loughman, Dr. Gerard NeCastro (Vice-chair), Dr. Sherry Rocchio (Finance Chair), Carol Zambotti, Rose Kutlenio, Dr. Aaron Huffman, Dr. Courtney Huffman
Senators Absent: Dr. Zachary Loughman, Dr. Ronald Hulewicz, George Vopal, Dr. Jeffrey Grubbs
Invited Guests: Douglas McCall (Parliamentarian), Dr. Jason Metz (BOG Representative), Lori Hudson (Chief Financial Officer)
Guests: Dr. Cecilia Konchar Farr

Meeting called to order at 3:30.

Dr. Cathy Monteroso, Interim President Updates:

1. Lori Hudon, CFO, attended in lieu of Dr. Monteroso and provided an update for Dr. Monteroso as well as an update on finances.
2. Thank you for supporting the day of giving through the WLU Foundation. The Day of Giving raised over \$214,000 and there were more than 1,000 monetary gifts donated.
3. The faculty picnic date was recommended for May 8th. Dr. Schulman and Dr. Monteroso are asking for feedback from faculty on this date and plan.
4. Dr. McCullough is working on a survey for fall 2023 for the Communications Audit.
5. Faculty will not receive the \$2,300 increase for public employee salaries. This only applies to 158 individuals at West Liberty. House Bill 2024 has provided an increase to our appropriation. The increase to our appropriation is \$411,786 dollars. Dollars to allocate amongst the staff from the appropriation is \$359,168.
6. Deferred maintenance- The state has reserved 209 million dollars for higher education deferred maintenance which will be distributed in late summer. Each year we file high priority maintenance items. High needs this year will be the Fine Arts roof, Krise Hall roof, ASRC roof, HVAC in the library, HVAC in the Fine Arts, and the Chapel. We have taken an interest free loan for the water main. None of these funds impact the operational budget.
7. Fiscal 2024 budget- Projected revenue is 44.4 million dollars which includes undergraduate tuition and fees, graduate tuition and fees, vendor contracts, and our appropriation. Offsetting that revenue are institutional waivers which amount to 6.5 million dollars. We will have a 1.5 million dollar deficit based on the projected budget. We are making a last minute push for recruitment. A balanced budget due in mid May.

Questions: Should we plan the faculty picnic for the week before since many faculty will be off campus after graduation or Wednesday, May 10th after the grades are due?

Who will receive the raises and how will those decisions be made about dispersion?

What types of last minute pushes are being made for recruitment?

Response from Lori Hudson, CFO: Administration will consider other dates for the picnic.

All benefit eligible staff and faculty may be eligible to receive raises, if given. HR is working through scenarios for how to disperse additional funds in the appropriation amongst staff and faculty, and the compensation committee may also have a role in this process.

Dr. Sliwa is working with enrollment and utilizing a company that sends emails and phone calls to prospective students and is considering increasing financial aid awards for athletics and academics.

Dr. Mark Schulman, Interim Provost Updates:

1. Absent

Dr. Jason Metz, Faculty Representative, Board of Governors

1. HEPC guidelines for program review are being revised which will impact BOG policies for program review. The guidelines will be revised to factor in for cost of delivery, external demand for programs/graduates, and to ensure there are meaningful outcomes in programs.
2. Dr. Sliwa has a goal of 800 full-time graduate students and 2,000 full-time undergraduate students to make the institution fiscally healthy. We currently have 2,060 combined.
3. There were three sabbaticals that were put up for review and approved. Dr. Monteroso said that there had not been enough professional development opportunities for faculty and sabbatical approval was a step in the right direction.
4. The Highlands contract cancellation was officially approved.
5. Several accredited programs were reviewed and approved to continue: Master of Business Administration, Bachelor of Business, and Bachelor of Music. Social Science (non-accredited) was also approved to continue.

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

1. Absent. Dr. Gall provided a report.
2. We just received confirmation of funding from HEPC for the 2023 Great Teachers Seminar. The deadline for registration is June 10th. HEPC covers tuition but not lodging or food. Dr. Lawrence is confirming with Dr. Monteroso if there are funds to cover the costs of lodging and food and, if so, how participants will be selected.

Dr. Rocchio, Chair, Finance Committee:

1. No update.

Dr. Ray Holsapple, Chair, Policies Committee:

1. No updates other than the action item.

Action Items:

Motion to suspend the rules by Dr. NeCastro. Dr. Holsapple seconded.

No decisions will be made about allocating merit pay this year. There may be decisions made about the state appropriations and salary increases due to the PEIA insurance changes. Nominees for the Faculty Compensation Review Committee included Sylvia Berman, Tammy McClain, Ryan McCullough, Robert Seeber, and James Wood.

Dr. Gall called for a ballot vote.

Sylvia Berman and Ryan McCullough were nominated as the two at large Faculty Compensation Review Committee members.

- I. Policy 210 - Teaching Loads

Dr. Holsapple motioned to make revisions to policy 210. Dr. Stephan-Robinson seconded.

Discussion & questions - There are faculty who are being asked to teach a large overload class but due to one of their courses being lower than the required number of students there was no additional pay provided. Does this policy address this issue?

There are several programs where having under 5 students is common including Math, Chemistry, Music, and Secondary Education.

Are we trying to imitate WVU by regulating the number of students permitted in courses, prorating smaller courses, and not allowing small courses to run?

How will section L work on non-lecture teaching and how will it apply to clinical assignments? Are these determinations ultimately up to the program chair and faculty member if they want to diverge from the loads and policies listed for non-lecture teaching?

Response Dr. Stephan-Robinson - Overload procedure is covered in Procedure 249. Paragraph D and K would address this issue and require compensation for courses with small class numbers and allow more flexibility in faculty workload across an academic year.

Examples are provided in section L of how Non-Lecture teaching will be applied for credit load. Other university Teaching Load policies were examined and how teaching load equivalency is calculated based on a 40-hour work week.

Dr. Gall called for a vote. Vote: Motion to revise policy 210 was unanimous.

Faculty Forum Items:

- *Policy 223 on Sabbatical Leave is not clear and should be modified.*
- *Policy 214 in regards to the section on Professional Conduct should be examined.*
- *Parking is an issue for faculty and should be addressed.*
- *There is a suggestion that we change from a 5 day schedule to a 4 day schedule to save money in the budget and allow more time for faculty research.*
- *Our dormitories need to be updated. There are reports of mold issues, heating and air conditioning issues.*
- *Procedure 249 needs updated.*

Motion for Adjournment- Motion to adjourn and seconded. Motion unanimous. Adjourn at 4:20.