

## Minutes of the WVSU Faculty Senate Meeting on Friday, December 2, 2016

1.30 p.m. in Hamblin Auditorium

**Senators present:** T. Alderman, A&H (Secretary); D. Johnson, A&H; M. Ray, BSS; F. Hailou, BSS; M. Casey, L&C; D. Wells, L&C (Historian); M. Fultz, NSM; R. Baker, NSM (Vice-Chair); R. Ford, NSM (Chair); O. Banks, PS; E. Waugh, PS

**Advisory Council of Faculty Representative:** B. Ladner

**WVSU Board of Governors Representative:** T. Guetzloff

**Parliamentarian:** J. Magan

Absent: J. Pietruszynski, At-Large; M. Seyedmonir, BSS

**Ex Officio:** President Jenkins, Provost Jayusariya, Absent: E. Roberts, SGA; Mr. Porterfield, Public Safety; J. Buchanan for R. Tabor, Classified Staff

**Guests:** K. Harper (Chair, Biology Dept.), Dean Bejou (BSS), A. Bejou, G. Palubinskas (Honors Committee Chair), Dean Zaman (NSM), M. Bhuiyan (Engineering), and M. Workman (Constitution/By-Laws/Faculty Handbook Committee Chair)

1. While the minutes from the previous meeting were being copied, the Chair R. Ford opened with his comments:
  - A. He has received the report about the mildew issue in Keith Hall and will send anyone who wants to read it an electronic copy.
  - B. We are still trying to establish the up-to-date description of the Cultural Activities & Educational Assemblies Committee for the amended Constitution. (See also 13 below).
  - C. The revision of the Constitution/By-Laws/Faculty Handbook will be addressed with Prof. Workman arrives.
  - D. We are still trying to make contact with the Research & Faculty Development Committee.
2. The Agenda was approved tacitly.

### Reports

3. President Jenkins' report:

- A. The school's mid-year budget cut of 2% (about \$200, 000) for 2017 is official; another cut in May is anticipated. His Vice Presidents have been told to look into how to accommodate this first cut. (WVU is reportedly cutting \$45 million). A report on implementing the cut is due to the HEPC by December 28, 2016.
- B. A Federal Labor Law mandates that certain classified/non-classified employees' salaries are to be \$47,000. While a judge has over-ruled that law in Texas, he doesn't know if that will stick here. One alternative is to pay these employees for over-time instead; administrators analyzed the cost of both plans and determined that paying \$47,000 would make better financial sense. The matter is pending.
- C. On retention and graduation rates, he noted that 85 students left WVSU from the 2015-2016 first-time, full-time cohort of freshman. The One-Stop program in October, where students could check financial aid, get advised, and register for spring, seemed to be successful. Of those participating, 38 owed money.
- D. Responding to B. Ladner's question about whether the Mercer Classification System for classified staff is going to be implemented, the President said yes, but the financial impact has not yet been determined. Responding to R. Baker's question about the over-time pay (see 3B above) as "time and a half," the President said, yes, that was the figure being used in the analysis. Responding to T. Guetzloff's question about the campus police and over-time, President Jenkins said yes, we have only five officers and sometimes there is only one on campus and over-time is necessary; having six officers would get the public safety staff where it should be for a campus population of this size. Responding to R. Baker's comment that freshmen registering for spring doesn't mean they'll return then, the President said the One-Stop program helps them and gives the school time to help them fix their financial issues. Responding to T. Guetzloff's question about students getting temporary lenience for debt, the President said that allowing large outstanding debts carried over year to year and then holding students' diplomas hostage is unethical. Responding to M. Fultz's question about the freshmen who didn't register for spring, President Jenkins said that department chairs have their names and are reminding those students to register. Financial Aid office personnel were also given names and the two groups' names will be cross-listed to make sure no one escapes intervention.

Responding to M. Fultz's question about the possible budget cuts in May, the President confirmed that that cut will probably be 2% again.

Responding to M. Fultz's next question, President Jenkins said the Legislators whom he knows are still talking about closing West Liberty, merging Bluefield and Concord, and re-merging some of the two-year and four-year colleges, the latter being opposed by Marshall and WVU. He did say he had talked with the President of Bridge Valley CTC about building some "bridges" with WVSU.

Responding to the question from Chair Ford about the transparency of the upcoming budget cuts, the President said he will try to make them clear.

Responding to Chair Ford's question about tuition breaks for children of faculty/staff, which could be low-cost and high benefit to the school, President Jenkins said he was familiar with the model used at his former school in Maryland, which was too costly for us, but that he thinks we could fund three credit hours and that we can find common ground.

Responding to R. Baker's question about the \$600,000 grant from Bayer, the President said some of the money was used for new public safety cruisers, some for cameras, and possibly for locks that can be triggered remotely in an emergency. He added that he, the Provost, J. Oden, S. Woodard have a committee that next meets December 5, 2016, on this issue.

4. Provost Jayusariya's report:

- A. WVSU signed a contract with a Chinese university, with Dean Zaman's help, to offer its students a degree in mathematics here; of the 16 applications for this connection, only two were accepted.
  - B. "Competency-Based" Education (CBE) is a plan we want to be on top of (as opposed to our 15-year delay with on-line education). Of the two models for education—"Guides on the Side" or "Sage on Stage"—CBE fits in the former model, designed for highly motivated students. Of the two types of CBE—Direct Assessment from Program Learning Outcomes+Courses+Assessment (minus the courses), and Credit Hour Base—we should examine the latter, wherein competencies are earned credit by credit. Responding to K Harper's question, about our former course challenge system, R. Baker noted that in his experience with self-paced learning, it was complicated for costs and faculty productivity issues. He added that ½ of the students succeeded, in his experience, and ½ of the students wanted to go slower. G. Palubinskas wondered if this program applied to many of our first-generation college students, many in need of remediation. The Provost answered that "success coaches"—adjuncts or upper-class students—could help with this. This seems to be a good program for Information Technology. He is neither pushing nor dismissing CBE. When K. Harper asked about the grading system for CBE, the Provost suggested something simple like satisfactory, incomplete and unsatisfactory. CBE would probably not be applicable to pre-professional academic programs.
  - C. Chair Ford asked about Tracy Owens' complaint about no budget for replacing projector bulbs, cords, and pens for electronic devices, and the Provost said this will be taken care of.
  - D. Asked about the status of the International Office, with a new Vice President for International Affairs, the Provost said he wants it to be self-sufficient. Currently 127 students are enrolled, a steep rise over the three before. Some academic assistance will be needed.
5. The minutes of the Senate's November 4, 2016, meeting were amended. B. Ladner moved, with R. Baker's second that the minutes be approved as amended, and the motion passed.
6. It was announced that D. Johnson will be leading (for the first time) the Charleston Civic Chorus at the First Baptist Temple downtown at 3 p.m., on Sunday, December 4, 2016.
7. B. Ladner's report from the Advisory Council of Faculty was submitted in writing. Highlights included information about the Mercer System, HEPC's negotiation with TIAA, the authority of university BOGs to close programs (vs. the HEPC, which only advises), and a response to a question from the last WVSU BOG.

The BOG asked the President to report on all our academic programs: for all programs, how many students are majors, how many faculty, how many adjuncts, how many graduates. The Provost plans to add credit-hours generated by faculty to this report. B.Ladner announced that HEPC has approved the ten-year campus master plan. M. Fultz moved, with D. Johnson's second, to accept the ACF report, and the motion passed.

8. T. Guetzloff's report from the Board of Governors noted that the Office of Student Affairs spent over 400% of its supply budget in fourteen months. The Provost noted that it seemed Academic Affairs also spent much of its budget too soon, but that this was due to some glitch in the system. M. Fultz noted that at a meeting he attended, someone complained that faculty had not "bought into" our retention plan, when he knew many faculty didn't know the extent of the plan. Will we know the full extent of the new retention plan? He also asked about a short cut "button" for reporting attendance issues on the Faculty Referral link in MyState. M. Fultz moved, with B. Ladner's second, to accept the BOG report, and the motion passed.
9. M. Fultz' report from EPC noted that Physics 101 was accepted as part of the Energy Management general science requirements. Physics 352, Geographical Information Systems, was approved. R. Baker moved, with M. Ray's second, to approve the EPC report, and the motion passed.
10. R. Ford, speaking as Chair of the Graduate Studies Council, stated that he would like to ensure the next University Catalog has up-to-date information about graduate studies. B. Ladner asked about changes from the Media Studies program going to EPC or to GSC. This is still unclear.

#### **Old Business**

11. Regarding the need for a Task Force to ensure the faculty's oversight of the student evaluations, the Provost said he met with S. Woodard, T. Kiddie, E. Stowers, N. Gainer, T. Guetzoff, and R. Ford, to discuss the issues involved. E. Waugh suggested this remain a faculty issue, and B. Ladner moved, with R. Baker's second, that as it is the WVSU Faculty Senate's purview, the Senate will appoint a Task Force to determine the process for the administration/collection/analysis of students evaluations and the contents of the instrument. The Task Force will consist of Professors De (from the Faculty Personnel Committee), Seyedmonir, Waugh, Baker, with E. Waugh as the convener, and will report to the Senate on their progress in April 2017. The motion passed.
12. B. Ladner moved, with a second, that the Senate table the issue of the new administrative evaluation grid for evaluating faculty until the General Faculty meeting on December 7 or the next Senate meeting in 2017. The motion passed.
13. M. Workman reported on his efforts to update and correct the Constitution/By-Laws/Faculty Handbook. He needs further work harmonizing the Constitution and By-Laws, determining if the Senate's parliamentary serves on his committee, and finding when the Honors Committee was established.

#### **New Business**

14. T. Guetzloff proposed the Senate address an issue from the last President's term: "In the period of transition between presidents, the Board of Governors should have supervising authority over the outgoing president's decisions regarding contracts and personnel actions." B. Ladner moved, with D. Johnson's second, that it was the Senate's position that the BOG should perform some oversight of the outgoing president's decisions. The motion passed.
  15. The agenda for the General Faculty Meeting on Wednesday, December 7, 2016, was discussed. The tuition break for children of faculty and staff and a survey to determine possible elements of such a plan, plus the Provost's explanation of CBE, were noted.
- M. Fultz moved, with D. Johnson's second, to adjourn the meeting. The motion passed at 3:40 p.m.

Respectfully submitted,

*Timothy C. Alderman*

T. Alderman, Secretary to the WVSU Faculty Senate