

Fairmont State Faculty Senate

Minutes, 10.8.24

Members: **Bob Niichel** (Executive Committee: President, Computer Science & Math), **Donna Long** (Exec Committee: Vice President, Humanities), **Lisa Eades** (Exec Committee: Webmaster, ASN), **Barbara MacLennan** (Exec Committee: Member at Large, Behavioral Sciences), **Raymond Alvarez** (Exec Committee: Member at Large, CoBA), **Dexter Simon** (SGA), **Jenna Fisher** (SGA), **Deb Hemler**(Academic Affairs), **Kelley Flaherty** (Natural Sciences), **Stephanie Jones** (CSM), **Jason Frazer** (CoBA), **J.L. Tomlin** (Social Sciences/Ex. Committee, Secretary), **Gina Fantasia** (BOG), **Jason Bolyard** (ET), **Jamie Toland** (Nursing), **Kristi Kiefer** (COHHP), **Candace Moench** (COHHP), **James Long** (Math/CS), **Don Teter, Proxy for Tabitha Lafferre** (ENG/Tech), **Chris Moss** (Soc. Sciences)

Guests: **Dianna Phillips**, **Tim Oxley**, **Brian Selmeski**, **Jim Matthews**(Academic Affairs), **Kaden Statler**

1.-3. Call to order at 3:00. Reminder about roll. Call for approval of agenda. Approved. Approval of September minutes. Approved without objection.

4. Address from President Davis. Davis not present. Dr. Selmeski speaks as proxy. Classification and compensation committee is planning how best to navigate/implement 3% raise over next (3 years), and 1% to deal with compression issues. The next process will be to peg our salaries to others. Also to deal with compression issues (over 3 years). This means up to 4% raises for some but not all. Opportunities for compression resolution will also continue moving forward in subsequent years. Question from Fantasia on benchmarking pay to regional public universities or to national numbers. Points out hiring faculty pool is national rather than regional. How will we address this? After 3 years, FSU will revisit the assumption about frame of reference for pay to consider national pool rather than just regional pay.

Discussion of draft strategic vision and approach to implantation planning (Presentation on screen). Committee, Data Collection, Analysis/Drafting, Feedback/Next steps. 1) Committee guidance was for a strategic vision (10 year horizon), implementation plans(3 year horizon), Administrative procedure on Strategic planning to avoid redundancy in efforts moving forward. Committee members, vision are listed. 2) Data collection began with fall 23 survey (274 responses). At Inauguration President offered his take on this feedback and his perspective on implementation. SWOT analysis and Unit sessions followed in April-May 2024 (all 22 employee units). Division level sessions were then held (May-Sept. 2024) with six on campus and four off campus(BOG, Alumni, Community “stakeholders”). This all created hundreds of pages of data. 3) Analysis and drafting used this information to condense down to three approaches/ perspectives on this data (Great place to learn, Great place to work, Great place to call home) that meet the institutional aspirational goals. Key Initiatives toward these aspirations were then

listed within each of these three approaches/perspectives(Learn, Work, Call home, etc.) Board also suggested a revised mission statement. Current was drafted in Feb. 2018, proposed fall 2024 is “FSU educates engaged citizens in a community distinguished by opportunity, growth, and achievement, delivering transformational impact of West Virginia.” 4) Dr. Selmeski passed out the complete draft strategic vision and approach to implementation plan. Next steps are feedback and approval. Sept. 26-Oct. 14 are university informational sessions for feedback. After Oct. 14 feedback will again be compiled to create a penultimate draft of vision, shared with BOG EX Comm on Oct. 15, and then edited again with their feedback on Oct. 16. Dr. Selmeski will send the link from the presentation to Senate President Niichel. Long expressed some question about changes to the strategic mission. Dr. Selmeski acknowledged this but pointed out the alternative would be not addressing shared concerns. The shift toward WV rather than global perspective, etc. Dr. Selmeski distinguished between the mission and other benefits FSU accomplishes/ provides for students (such as global leadership, etc). Alvarez expressed regret we didn’t have the mission in place for HLC process. There was difficulty finding metrics to gauge these things for that process. Dr. Selmeski explains HLC has offered a “redo” for one component of strategic planning to accommodate our process. Dr. Niichel also expressed being taken aback by the WV focus. Dr. Selmeski explains majority of our students are from WV, and this is where the bulk of our resources come from. The mission statement is meant to reflect this reality. Question asked if this will diminish our utility for out of state students/student athletes etc. Dr. Selmeski doubts students will care about this shift. Fantasia points out the global components are mandated, but especially in academic units teaching toward global citizenship we can continue to do that service but while impacting/serving WV as well. Essentially both can be accomplished with the focus on WV alone.

5. Old Business Major/Minor. None.

6. New Business Major/Minor. None.

7. Provost Report. Dr. Phillips is addressing restructuring, “Course Dog”, and questions submitted to the Provosts office. We have a new Dean over Grad studies and Professional Education. In order to grow capacity for graduate programs, we need the infrastructure to do so. Academic Affairs has been restructured to allow for this new Dean of Graduate Studies and Professional Education. She is set up now in Hardway Hall. Niichel asks how this Dean will fit into the existing programs’ graduate programs. Dr. Phillips explains this new dean will be a facilitator between programs and departments. Core goal is to grow the programs and professional education. Deb asks about her budget/staff, etc. Goal is to reinvest back into the programs under her purview (dual enrollment, for instance). In other words, money from each initiative is being rolled back into it to support growth. Also the case with Middle College, and potentially the Police Academy. Dr. Phillips will be coming out to the individual colleges to discuss in more detail and answer questions about restructuring process. Each College elected a member to represent them on the restructuring. This committee met in the spring, and unanimously recommended restructuring academic affairs (May). Over the summer, this was workshopped further with other colleges who have recently undergone restructuring of some

kind. For fall, a continuing restructuring work group has been named (List was reeled off too fast and too long to record). This workgroup will research, discuss, and recommend a new structure for Academic Affairs. The longer mission statement for the workgroup was explained, as well as the timeline for group work. Trish is creating an internal website to access all of this information and membership. Trying to have it done by this Thursday(Oct. 10th). This will be communicated ASAP by the Provost office. Much more to come soon on these. Dean Matthews asks about the larger timeline for the workgroup after Thanksgiving. Dr. Phillips explains there is much more infrastructure and logistical things that will have to happen after this so significant timeline will be needed. Each College will have a dean. Each college will have an assistant or associate dean. This is more operational. There will be department Chairs. Again operational. Staff level will include support, business, and advisors(success coordinators). This could be more than one depending on need. Each college will have "FLAG"s which are faculty with release or stipends to help with recruitment, retention, data, tech, and assessment/review/coordination. This would also include a faculty pool within Academic Affairs to facilitate these things. The whole point is to develop efficacy at designing and implementing new initiatives within the confines of the resources we currently have. Restructuring will not result in people losing jobs or the eliminating of any programs. Most faculty cohorts will be shifted in some way. Some staff will be moved around, but not fired. Salaries will not be lowered or negatively altered for staff or faculty. New descriptions for Deans, Ass. Deans, Chairs, etc. are being rewritten to clearly delineate these responsibilities and authorities. Question from Fantasia about timeline on implementation on restructuring. Dr. Phillips says people will likely not be physically moved around. The administrative changes will hopefully be launched Fall of 25. Alvarez says he wants "Flag"s or Chairs to be more visible in the new redesign and this should be in their job description. Phillips agrees. Question from Long about terms/term limits for Chairs. Phillips says she favors this, but no definitive answer on this yet.

Coursedog is an academic operations platform. This relates to the long desired ability to create master schedules. Promise to discuss this next meeting in more detail, possibly with examples/presentation. It falls into three categories: curriculum management (cloud based), scheduling(also cloud based), assessment (again, cloud based). We are examining the use of the entire platform. Question from Fantasia as to whether coursedog will eliminate taskstream/watermark, etc? Phillips says ideally so, but without the problems. Should work better with BANNER system. Fantasia asks if input from individual programs will be used to implement it? Phillips says potentially, they are still investigating how the rollout would work, and what parts would be implemented first. Stakeholders will have to be consulted during this process, and to find out how best to use the platform. Taskstream will be going away after the summer. Coursedog would then be implemented. Tomlin asks about the platform being used to centrally control class scheduling/student meetings. Etc. taking faculty control of their schedule or workday away from them. Phillips avoids a direct answer to this, rather suggesting that it will be "student centered." Dr. Oxley adds that the scheduling component will be about streamlining, rather than centrally controlling the scheduling process. President Niichel advises we are out of time for this conversation today. We will revisit next time. Dr. Phillips moves on to room payment fees/booking. Second, employee handbook does exist to be revised and rolled out Jan. 2025 (new regulations for FLSA will be available by then). Niichel asks for clarification on

Faculty vs Employee handbook. Answer: everyone is an employee, but not everyone is faculty. Both apply to faculty. Only the one applies to staff. Dr. Oxley also clarifies that handbook is about communication rather than policy. This is being ironed out as they continue to revise and implement these documents more fully (for accessibility, transparency, processes, etc). Question from Niichel about errors in the faculty handbook and handbook being contractual. Not in W.V. Post tenure review in the past has gone through the faculty handbook committee. Is this a best use of the committee if the handbook isn't policy? Dr. Oxley expressed sympathy for that perspective but this has not been decided yet and errors/oversights are likely to be found and eliminated through this process. Fantasia mentions that the issue of post tenure review is a bigger more complicated issue than handbook policies and must be treated as such. If the purpose is not to weaken or kill tenure, why not simply continue to rely on the annual faculty review process and simply include raises and incentives within that already existing process. President Niichel again expresses time constraints. To be revisited again next meeting.

8. Reports

ACF-Clark not present. He forwarded info to the Niichel if anyone wants more information.

BOG-Fantasia doesn't have much new to report. Will forward next meeting's Agenda

SGA-report on budget. Campus engagement up. Tomlin asked about History Club request to join. Representative claims they never received the form.

9. Miscellaneous

Time is short for the website demo. Next time.

10. Open Forum

None allowed. Meeting adjourned.

Adjourned at 5:00