

Adjuncts Survey

Adjunct Professor Informational Survey

Demographics

1. Please choose the option that best represents your sex.
 - a. Male
 - b. Female
 - c. Prefer not to respond.
 2. Please enter your current age _____
 3. Please indicate your highest degree currently completed _____
 4. Where did you receive your highest degree?
 - a. In-state, within the state of West Virginia
 - b. Out of state, outside the state of West Virginia
 5. Are you currently working toward a degree?
 - a. Yes
 - b. No
 6. If you answered **yes** to #5, what is the nature of the degree you are working towards?
 - a. Masters
 - b. PhD
 - c. Other
 7. If you answered **no** to #5 if you are comfortable could you tell us why?

-

Employment Status

8. Do you receive the majority of your income from teaching as an adjunct?
 - a. Yes
 - b. No
9. Are you currently teaching for Fairmont State University?
 - a. Yes
 - b. No
10. In which Fairmont State School or College do you teach? _____
11. How many courses are you currently teaching for Fairmont State University?

12. If you answered yes to #11, how much do you earn **per class**?
 - a. >\$3001
 - b. \$2001-\$3000
 - c. \$1001-\$2000
 - d. <\$1000
13. How did you come to Fairmont State University?
 - a. Job Advertisement

- b. Recruitment
 - c. Both A and B
 - d. Other: _____
14. How long have you taught at Fairmont State University? _____
15. Do you plan on teaching at Fairmont State University next year (2014-2015)?
- a. Yes
 - b. No
16. Do you teach at institutions other than Fairmont State University?
- a. Yes
 - b. No
17. How many courses are you currently teaching total including those at Fairmont State University?

18. Do you also teach at Pierpont?
- a. Yes
 - b. No
19. If you are currently teaching at institutions other than Fairmont State University how many other institutions do you work at? ____
20. If you are currently teaching at institutions other than Fairmont State University, what is the nature of those institutions?
- a. Public University
 - b. Private University
 - c. K-12
 - d. More than one of the above
21. If given the chance, would you teach at somewhere other than Fairmont State University?
- a. Yes
 - b. No
22. If you answered yes to #27, why?

Details of Employment

23. How many traditional, face-to-face courses are you teaching in total? _____
24. How many online courses are you teaching in total? _____
25. How many hybrid courses are you teaching in total? _____
26. How many hours on average do you spend each week on teaching preparation, including grading for all your courses? _____
27. Across all of the courses that you teach on average how many students do you teach each semester? _____

Employment Conditions

28. Do you commute to Fairmont State University from outside of Fairmont?
- a. Yes

- b. No
- 29. How many miles do you commute to Fairmont State University? _____
- 30. In total how many miles do you commute on a weekly basis to all of your jobs/teaching appointments? _____
- 31. Do you feel you are an integral part of the department in which you teach? For example, are you consulted/included in decision making?
 - a. Yes
 - b. No
- 32. In what ways **other** than an increase in salary could the university better support your job to educate students?

- 33. What factors if any would cause you to choose to stop teaching as an Adjunct?

Health Insurance Status

- 34. Do you have health insurance?
 - a. Yes
 - b. No
- 35. From what source? _____
- 36. Is health insurance a factor in your decision to accept work from Fairmont State University?
 - a. Yes
 - b. No
- 37. If you were eligible to receive health insurance through FSU, would you choose to do so?
 - a. Yes
 - b. No
- 38. Fairmont State University's practice with regard to the hiring of adjunct instructors will change because of requirements contained in the Affordable Care Act and the pending use of a new record-keeping system at the state level. Are you aware of these changes and the reasons behind them?
 - a. Yes
 - b. No
- 39. Has the Affordable Care Act already affected your adjunct teaching?
 - a. Yes
 - b. No
- 40. If you answered yes to question #36 could you tell us in what way?

Statement on Vaping

Faculty Welfare Committee recommendation to Faculty Senate regarding vaping and the lack of enforcement of the current university smoking policy:

“Vaping” is the use of electronic cigarettes and similar water vapor-based smoking devices. Considering 1) the possible negative health effects of vaping on the users of these devices; 2) the potential exposure to second-hand air contaminants for those nearby; and 3) the potential distraction and disruption of instruction caused by using these devices indoors and in classrooms, the Faculty Welfare Committee recommends that the university smoking policy be amended to include vaping in its provisions and that vaping be treated in the same manner as smoking.

Also, the members of the Faculty Welfare Committee have noted that the current university smoking policy goes largely unenforced on our campus, and many students, faculty, and staff take the liberty of smoking in areas that are expressly designated as non-smoking zones. We respectfully request that the administration take effective steps to enforce the current smoking policy for the sake of the health of the students, faculty, and staff of Fairmont State University.

The Faculty Welfare Committee would be glad to help develop creative and effective strategies for improving enforcement of the university’s smoking policy. We would like for the administration to let us know what person or office is in charge of enforcing the policy so that we can meet with them and hopefully establish a meaningful conversation about moving forward on this issue.

Nominating Committee Slate

FSU Faculty Senate Nominating Committee Slate for 2014/2015 Academic Year

- President – Chuck Shields
- Vice-President – Budd Sapp
- Secretary – Gale Kirby (left a message for her to confirm her interest in staying on...)
- Webmaster – Steve Roof **
- Executive Committee Member-at-large – Deb Hemler
- Executive Committee Member-at-large – Matt Hokom
- Executive Committee Member-at-large – Robyn Payne

Technology Committee Charge

Charge for Technology Committee:

Technology Committee studies issues that relate to faculty and student use of the information technologies made available by the university on and off campus; advises personnel in the IT department regarding the needs of faculty in terms of programs, systems, assistance, and training; and serves as a liaison between the faculty and the Director of Information Technology.

Technology Issues

General

A common thread running through many of the reported issues is a need for users to report all problems to the TLC to make sure they're tracked and addressed. It is possibly assumed that a problem has already been reported, but that may not always be the case. Sometimes people feel awkward about calling or making multiple calls; many people even apologize for notifying us of problems multiple times.

IT Services would rather get a dozen tickets about the same problem than get none. We want faculty to always feel free to contact us to discuss and report problems. If in doubt, faculty are welcome to call any of the IT managers, or CIO, directly. Contact information is included on the back page.

Communication

Admittedly, this has been a source of frustration for faculty and IT for some time, and nothing we have jointly attempted has worked particularly well. As you know, we've tried emails to the entire faculty, emails to Deans only, portal announcements, blog posts, and combinations of those. None of these has been a glowing success.

We're open to ideas, but here are a few that we've either discussed or that have been brought up since our meeting.

Form a new ConnectYard group, similar to our emergency messaging group

IT would use this group to distribute updates and important information through email, text message, Tweet, or Facebook message.

Options for startup are opt-in and opt-out. For opt-in, faculty would have to voluntarily sign up. This gives faculty control over their participation, but it will be easy to overlook or forget to sign up.

For opt-out, IT would enroll every faculty members' work email address. Faculty can add their cell phones later or choose to withdraw completely. In this scenario,

faculty might perceive they're being forced to participate, but requiring initial enrollment might improve overall participation numbers.

Have a member of IT attend the Faculty Tech Committee meetings

It's much easier to address issues if we can all talk face-to-face rather than through emails and meeting note distribution. IT participation would facilitate discussions that would go a long way to keeping us informed about faculty concerns and keeping faculty informed of IT initiatives.

General communication improvements

We want all faculty to feel comfortable coming directly to IT with questions, concerns, requests, etc.

Some concerns that we've heard relate to our ticketing system. We do ask that faculty open tickets, particularly for work/repair requests, but that doesn't mean they can't also speak to an IT person about the problem. In the past, we've had work overlooked because only one person was notified. That person may have been out, busy, or simply missed the message or email. Asking everyone to put in a ticket helps us avoid those oversights.

Faculty should feel free to email an individual in IT directly and copy the help account (help@fairmontstate.edu) if they feel more comfortable taking an issue to a particular person in IT. Copying the help account ensures that a ticket is automatically created.

Faculty have also expressed concerns about access to Harmony and the extra time it takes to work through the help desk. IT has tried to "triage" Blackboard issues at the help desk in order to protect Harmony's time. As we all know, she has been supporting the faculty of both FSU and Pierpont, so we have been diligent about ensuring that the help desk take as much work from her as possible.

Pierpont has decided to hire their own Instructional Technologist, so Harmony's support responsibilities for Pierpont faculty will be significantly reduced in the new fiscal year. It might be useful for Harmony to meet with the Faculty Tech Committee or others from the faculty to discuss what types of additional support and trainings would be useful.

Following is a potential framework for structuring contact with Harmony.

- Problems logging in or loading Blackboard should always go to the help desk
- Student Blackboard issues should always go to the help desk. In the past, some faculty have sent students directly to Harmony and have even given her phone number to students. Please refer them to the help desk instead.
- For issues that faculty usually see Harmony for, please email Harmony and the help account (help@fairmontstate.edu). This automatically creates a ticket, which in itself saves Harmony some time. If the issue is urgent, please put the word “Emergency” at the beginning of the subject line. Harmony can send out some details on required information – it’s very helpful for her if faculty include the proper course data. It saves her time and often enables her to fix the problem right away.

Please keep in mind that every task Harmony does that the help desk ought to do reduces the time she has to work on projects that have more return for her, and your, time investment.

Evening and weekend support

We are getting details from WVNET on having their help desk provide some evening and weekend Blackboard support for faculty and students. As we get further details, we’ll share them with the faculty.

Software and Operating System issues

All issues with software, upgrades, operating system versions, etc. need to be reported to TLC.

As for upgrading labs, I spoke with desktop support, and this is currently an informal process. An instructor may ask for an update to a classroom, and if IT staff know others who teach there, IT staff will let them know as well. If we deploy new/updated software, desktop support will often take the opportunity to update other software on the lab at the same time.

From this point forward, IT will clear lab updates with the Dean or Chair before the upgrade takes place.

Broken equipment

Please report broken/damaged equipment to TLC.

Some buildings have more problems than others. If the podium is moveable, this is an issue because cables get disconnected and broken easily. Hardway is particularly prone to this problem. IT now recommends that podiums be purchased without wheels.

For rooms that have repeated problems, please schedule a room walk-through with AV or Desktop support to determine if the room can be rearranged, or the equipment moved or locked down, to prevent issues.

Bandwidth

FSU is the third-largest consumer of bandwidth in the state, behind Marshall and WVU. While we do all we can to manage bandwidth availability through bandwidth shaping policies, it is a finite resource. This summer, we will be doing network upgrades that may allow us to more finely adjust our bandwidth shaping policies.

We also expect, but can't guarantee, that WVNET will offer us a price reduction this summer, which will allow us to purchase more bandwidth at our current cost.

In-depth discussions about the technical aspects of how much bandwidth we purchase, how it is managed, etc. should occur with Cliff Jackson, Director of Networks, Servers & Security. However, teaching issues related to managing bandwidth should be a discussion with the TLC.

- Wireless should work everywhere on campus. If it doesn't, or if it's unusably slow, that's a problem that should be reported to the TLC.
- Any issues with wired connectivity are also a problem to immediately report to the TLC.

- Other issues can be addressed and planned for if IT knows ahead of time. For example, we may be able to pre-load streaming videos so faculty don't have to depend on streaming in class.
- Student complaints about connectivity should always be referred to the TLC. Frequently, there is an issue with their PC (malware) or their login credentials. Many wireless connectivity issues can be solved by remembering to connect to Campus_User, not Campus_Guest. This is often the cause of student connectivity problems.

Purchasing

We know that cost is an issue for everyone. Please remember that IT can help find solutions that might better fit department budgets. Please talk with IT about your ultimate goal and budget, and we will do our best to find a solution that meets as many of your needs as possible.

This is one of the services IT provides that is the least taken advantage of but has the potential to be extremely helpful and cost-saving.

Email

IT has had some issues with off-campus email recently that have required some work to address, and the NSS team is still working to improve our email system.

Spam and phishing emails are a challenge to deal with. We report these emails to WVNET, who maintains our spam filtering. Unfortunately, those who generate these fraudulent emails work just as hard to subvert efforts to block their emails.

Contacts

Andy Raisovich, Acting CIO/Director of Administrative Systems

andy.raisovich@fairmontstate.edu

304-367-4682

Cliff Jackson, Director Network, Servers & Security

cjackson7@fairmontstate.edu

304-368-7203

Shane Jordan, Manager of Web & Media Systems

shane.jordan@fairmontstate.edu

304-367-4075

Joanie Raisovich, Manager of Teaching & Learning Commons

joanie.raisovich@fairmontstate.edu

304-367-4957

Teaching & Learning Commons help desk

help@fairmontstate.edu

304-367-4810

Common Book Committee Proposal

Proposal: All General Studies courses at Fairmont State and Pierpont should incorporate an annual common reading in some way into their courses.

A Common Reading Committee consisting of representatives from each academic unit in both Pierpont and FSU, the Library, Student Affairs and the Honors Program should be formed each fall to choose a book, prepare instructors' resource packet and plan events promoting the book for the next year

Rationale: This common study would help to unify students' experience of their General Studies courses, showing them how different disciplines might respond to the same text and the ways in which knowledge is truly interdisciplinary.

Possible Duties of the Committee:

- The group formed in Fall would elect their own chair, and be responsible for choosing the book for the following academic year, and for preparing instructional materials for it. They would also be responsible for setting up faculty-led forums publically discussing the book, coordinating with the Theater Dept schedule of productions that might thematically connect to the book, etc.
- The assessment should be simple (a write-in item on the TCE??) not requiring any kind of verification
- Using the book in all General Studies classes should only be strongly recommended, NOT mandated.
- The Common Reading Committee should prepare a packet of materials to help interested instructors easily incorporate the book into their curriculum.
- The Library would buy several copies of the book to have on reserve and would help promote the book in various ways.
- The Instructor Exchange Committee would help faculty set up presentations on the book in one another's classes.
- An independent study course should be established that would allow students to receive credit for doing substantial projects based on the book
- What various instructors are doing with the book should be publicized so that others may get ideas and develop their own use of the book (Faculty Development Week???)

Common Book Committee Charge

The Common Book Committee shall:

1. Publicize the book chosen for the year through appropriate programming and media support.
2. Choose a book for the following year.
3. Plan faculty development activities to help faculty integrate next year's book into their classes.
4. Conduct faculty/student assessment of the Common Book.

Each academic unit from both Pierpont and FSU will send a representative to the Common Book Committee, which will also include representatives from the Library, Student Affairs, the Freshman Seminar Program, the Honors Program and Student Government. The Common Book Committee will elect a chair each fall.

Common Book Committee Report



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MEMORANDUM

TO: Faculty Senate

FROM: Angela Schwer *AS*
J. Robert Baker *JB*

DATE: 30 April 2014

RE: Report from the Committee for the Common Book

The Committee for the Common Book organized several events in connection with *In Pursuit of Silence* by George Prochnik. Last summer, a faculty group met periodically to discuss the book. Dr. Sam Spears conducted a performance of John Cage's "3 1/2 Minutes" in September, and Prochnik visited campus in February.

The Committee is working now to select next year's book.

Members of the Committee have been serving for five years. It would be good if the Senate could appoint new membership for next year. One item for the new Committee would be the question of whether to continue selecting a common book for the entire campus or to select a first-year reading.

Technology Committee Report

Faculty Senate *ad hoc* Technology Committee

Report for 2013-2014

Members: Nestor, Deborah (co-chair); Bolyard, Jason (co-chair); Eichenbaum, Daniel; Hively, Howard; Kerwin, Vicki; Payne, Robin; Reneau, Julie; Rohrbaugh, Clarence; Ryan, Michael; Webb-Dempsey, Jacqueline; Yeager, Phillip

Problem:

Although users of Blackboard on this campus have experienced improvement in access and functionality over the past year due to the hard work of those working in Information Technology, the system continues to cause problems that are serious enough to interfere with the ability of our faculty to provide a quality education for our students.

- Information gathered by the members of the Technology Committee indicates that the problem does not lie with Blackboard as a product, but rather with its implementation at Fairmont State.

Recommendations:

1. To ensure that the technology provided by Fairmont State provides all the tools that faculty and students need to ensure an effective educational environment, the division of Information Technology must be placed under the administration of Academic Affairs.
 - This administrative structure exists at all the universities examined by the Technology Committee.
2. Academic Affairs needs to direct the search committee for the new Chief Information Officer or head of Information Technology in order to advance the goal of an IT department that is better able to provide all the tools that faculty and students require if they are to succeed at Fairmont State.
3. Rather than search for a new course management system, the university needs to invest more to optimize the use and functionality of Blackboard at Fairmont State. Some ways to start this process might be:

- Bring someone from Blackboard itself to demonstrate to faculty how the system can work with the optimal implementation.
 - Explore leaving WVNET and bringing Blackboard to the Cloud at Fairmont State.
4. Additional Blackboard support needs to be available for students and faculty who are working during evenings and weekends. Andy Raisovich reports that IT is working on a desktop management and support tool that should improve support services.
 5. As more faculty members integrate the use of tablets and laptops in the classroom, Fairmont State needs a system that will be able to identify and fix classrooms that have insufficient connectivity. Andy Raisovich reports that IT is working on this problem along with other issues related to the increasing demand for bandwidth on campus

Submitted April 28, 2014

Deborah Nestor
Professor of English
College of Liberal Arts
Co-Chair, ad hoc Technology Committee
Deborah.Nestor@fairmontstate.edu

Personnel Committee Report



Communication and Theatre Arts

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Phone: (304) 367-4817 • Fax: (304) 367-4248
John.OConnor@fairmontstate.edu • www.fairmontstate.edu

MEMO

To: Dr. Chuck Shields, President, Faculty Senate
From: Dr. John O'Connor, Chair, Faculty Senate Personnel Committee
Date: April 28, 2014
Subject: **2013 - 2014 Committee Report**

In addition to me, the Personnel Committee consists of the following members: Dr. Sharon Hiltz, Dr. Denice Kirchoff, Dr. Joe Riesen, and Dr. Charles Shields.

The committee met seven times during the course of the academic year. The meetings were devoted to consideration of four applications for sabbatical leave, two applications for promotion to associate professor and tenure, one application for promotion to professor and tenure, five applications for promotion to professor, and three recommendations for emeritus status. The committee unanimously approved all of the applications and recommendations and notified Dr. Rose.

Respectfully,

John O'Connor

John O'Connor, Ph.D.
Professor/Senior Level: Theatre



Legislative Advocacy Committee Report

2013-14 Annual Report

Legislative Advocacy Committee

During the 2013-14 academic year, several committee members had five meetings with President Rose to determine the important issues for this year's legislative session and to keep each other informed as to what was transpiring in the Legislature. The main legislative issues were to stop or reduce the proposed 7.5% cut in Higher Education funding and to stop or change the bill dealing with outcomes-based funding in Higher Education. The committee met three times to formulate the talking points for these two legislative issues and to prepare for two trips to the legislature to meet with some of the Senators on the Senate Education Committee and/or Senate Finance Committee.

There were two events in which several members of the Legislative Advocacy Committee traveled to Charleston. Each event involved spending two days to lobby for eliminating or reducing the proposed 7.5% cut in Higher Education funding and for stopping or modifying the bill about outcomes-based funding in Higher Education. We continue to depend upon the FSU faculty at large to make phone calls, and/or write letters when such action is deemed necessary. Several members attended PEIA events to protest decreases in coverage. Members continue to attend local legislative events in support of FSU's interests.

Respectfully submitted,

Harry Baxter

Chair, Legislative Advocacy Committee

Institutional Review Board Committee Report

**Institutional Review Board
2013-2014
Year-End Report**

I. Members:

Joseph Blankenship
Toru Chiba
Philip Freeman
Theresa Jones
Tadashi Kato
Hollianne Marshall
James Matthews
Donald Moroose
Jennifer Myers

Michael Ransom
Paul Reneau
Aimee Richards
Clarence Rohrbaugh
Rhonda Sanford
Joseph Shaver
Amy Sidwell
Joshua Smallridge
Donald Trisel

II. Activities:

A. The committee reviewed applications for approval to conduct research involving human subjects from individuals planning projects for school courses, and faculty working on individual or departmental research projects.

1. Minimum risk IRB approval given to student Jennifer Sayers for applications submitted on August 30, 2013 for independent study titled “The effect of study skills on student self-efficacy”141001
2. Minimum risk IRB approval given to Amy Sidwell and Paul Reneau, FSU faculty for study on “Get active Ritchie County: Impact of a home-based physical activity program on cardiovascular health” on August 30, 2013. 141002
3. UC Berkeley IRB approval accepted on September 17, 2013 for faculty Jeremy Price research on “Promoting equitable and accessible science instruction”141003
4. Minimal risk approval given on October 1, 2013 for nineteen students in Paul Reneau’s Health Science class.141004
5. Minimum risk IRB approval given to graduate student Doug Renshaw for project titled “Effects of a 4 week unilateral balance training on the contralateral limb.” October 3, 2013.141005
6. Ten students in Dr. Kato’s foundations of psychology submitted applications and were approved for minimal risk studies on October 4, 2012. 141006
7. Minimum risk IRB approval given to student Kayla White for applications submitted on October 16, 2013 for independent study titled “Responses to sexism in advertising based on gender and gender identity of viewer” 141007
8. Exemption from review given to Andrea Pammer on November 15, 2013 for University use data collected using the ACHA-NCHA II survey.141008

9. Dr. Mike Ransom and three students received IRB approval on November 12, 2013 for minimal risk research as part of a Directed Research class.141009
10. Faculty member Dr. Jeremy Price received a minimal risk approval on November 15, 2013 for his research on “A pilot study of the pathways, decisions, expectations and social networks of early teacher candidates...”141010
11. Faculty member Dr. Jeremy Price received a minimal risk approval on January 16, 2014 for his research on “The behind the scenes way of teaching: A course self-study...”142011
12. Graduate student Ernest Samples received a minimal risk approval on January 31, 2014 for his research on “Dynamic vs static-stretching warm up.: The effect on max repetition tests.”142012
13. Graduate students Sean Marion and Logan Fletcher received a minimal risk approval on January 31, 2014 for their research on “Categorizing online sexual harassment.”142013
14. Graduate student Jacob Rumer received a minimal risk approval on February 16, 2014 for his research on “Antagonistic or synergistic strength gains”142014
15. Fifteen students received minimal risk approval on March 10, 2014 for research in Dr. Jessica Brown’s Human performance research class.142015-142030
16. Thirty nine students in Dr. Ransom’s foundations of psychology submitted applications and were approved for minimal risk studies on March 20, 2014.142031-142069
17. Minimum risk approval was given to faculty Dr. Hollianne Marshall on March 26, 2014 for her research on “Tolerance for deviance and legal cynicism in Chicago neighborhoods:...”142070
18. DNP IRB approval received from Cappella University for research to be conducted by faculty Dr. Fancis Young. April 30, 2014. 142071
19. Minimum risk IRB approval given to Janie Leary FSU faculty, for research on “Comparisons between high school HEAP scores and college health-related knowledge.” April 30, 2014.142072

B. The committee individually reviewed applications in .DOC, .RTF, or .PDF format sent over University email. Email was used by committee members to provide feedback on all applications.

General Studies Committee Report

**Report to FSU Faculty Senate
General Studies Committee
2013-2014**

During the academic year 2013-2014, the General Studies Committee found its workload much reduced because the new GS program had been given final approval during the previous year. The committee's business consisted of the following:

- 1) During the fall semester, committee members held a training and Q & A session with employees in all areas of Student Services to clarify the new GS program.
- 2) The committee approved a policy recommendation resolving a possible conflict for dual degree programs using multiple prefixes so that students would not violate the guideline of 30 credit hours outside of the major prefix.
- 3) A subcommittee was charged with creating and maintaining suitable web pages for the GS program. This subcommittee reported back monthly, with the committee as a whole offering advice and suggestions.
- 4) By far the largest item on the committee's agenda for the year has been the problem of assessment. The committee met regularly with VP for Assessment Van Dempsey and members of the Critical Friends Committee to discuss how GS would be assessed and the role of the committee. Several members of the committee will participate in the summer 2014 assessment summer workshops.
- 5) The committee approved the following new course applications for inclusion in the 2014-2015 catalog:
 - Added to Attribute IV: Ethics- TECH 1100: Technology
 - Added to Attribute V: Health and Well-being- HTLA 1100: Personal Health
 - Added to Attribute VIIA: Fine Arts- MUSI 1167: Collegiate Singers, MUSI 1168: Marching Band, MUSI 1169: Wind Ensemble, MUSI 2247: Chamber Choir, MUSI 2279: Advanced Percussion Ensemble

Faculty Welfare Committee Report

Year-end report for Faculty Welfare Committee for 2013-2014

For the first couple of meetings of this school year, the committee grappled with the results of the survey we sent out to the general faculty at the end of the previous school year. After some wrangling over how to interpret the data, we identified the following issues as priorities based on the feedback we had received:

- 1) Smoke-free Campus
- 2) Support for Adjunct Faculty
- 3) Loss of services caused by elimination of the Center for Teaching Excellence
- 4) Lack of properly functioning instructional technology in classrooms.

We decided not to pursue the smoke-free campus issue at this time. I contacted Provost Lavorata to see if the reestablishment of the CTE was a viable possibility, and she informed the committee that per President Rose it was not. We established subcommittees for Adjunct Issues, Blackboard Concerns, and Instructional Technology Infrastructure.

Adjunct Concerns: Claudia Nickolson, Craig White, Steve Roof

Blackboard Concerns: Erica Harvey, Steven Morrow, Ashley Shroyer

Technology in Classrooms: Sam Spears, Matt Scanlon, Jennifer Myers

We created a list of concerns in the technology area which was presented in a Deans' meeting in October to make them aware of the issues, but nothing of substance came of the presentation. We also sent a list of adjunct concerns to Provost Lavorata, and she confirmed that she was aware of many of these issues and planned to address them during this school year.

In February, the Faculty Senate asked the committee to compile our work on the Blackboard and Instructional Technology fronts and present our concerns and findings to the March Faculty Senate meeting. Steve Roof made the presentation, which seemed to help provide impetus for the resurrection of the ad hoc Technology Committee.

Over the course of the year, the Faculty Family and Medical Time-Off Subcommittee had been working on creating a set of guidelines for the administration of time off for sickness, family leave, and short-term disability. The subcommittee finished its work and presented a draft policy to the full committee in our March meeting. The draft was approved and sent on to Faculty Senate for consideration.

In our April meeting, we drafted a statement concerning the practice of "vaping" and the non-enforcement of the university's current smoking policy. We respectfully submit it to the Faculty Senate for their consideration, in the hope that they will convey our concerns to the administration.

"Vaping" is the use of electronic cigarettes and similar water vapor-based smoking devices. Considering 1) the possible negative health effects of vaping on the users of these devices; 2) the potential exposure to second-hand air contaminants for those nearby; and 3) the potential distraction and disruption of instruction caused by using these devices indoors and in classrooms, the Faculty Welfare Committee recommends that the university smoking policy be amended to include vaping in its provisions and that vaping be treated in the same manner as smoking.

Also, the members of the Faculty Welfare Committee have noted that the current university smoking policy goes largely unenforced on our campus, and many students, faculty, and staff

take the liberty of smoking in areas that are expressly designated as non-smoking zones. We respectfully request that the administration take effective steps to enforce the current smoking policy for the sake of the health of the students, faculty, and staff of Fairmont State University.

The Faculty Welfare Committee would be glad to help develop creative and effective strategies for improving enforcement of the university's smoking policy. We would like for the administration to let us know what person or office is in charge of enforcing the policy so that we can meet with them and hopefully establish a meaningful conversation about moving forward on this issue.

During the spring semester, several issues were raised that the committee did not have time to address during this academic year, but we agreed that we would recommend in our year-end report that the 2014-2015 committee begin work on these issues in the fall.

- 1) Plagiarism and Academic Integrity—the present university policy is quite perfunctory and provides no guidance to faculty as to appropriate penalties for plagiarism
- 2) Civil Culture of Campus guidelines—expectations of what behaviors and practices are appropriately professional and courteous for members of the university community

Respectfully submitted,

Sam Spears, Chair

Faculty Development Committee Report

**Faculty Development Committee End of the Year Report
May 1, 2014**

Members:

Denise Lindstrom – Chair

Toru Chiba

Hugh Costello

Jim Dunlevy

Suzanne Heagy

Alexis Hicks

Mohamad A. Khalil

Adam Podlaskowski

Aimee Richards

Amy Sidwell

Phillip Yeager

Activity:

- The Faculty Development committee met 7 times over the course of the year.
- Award criteria were revised in hopes of increasing the number of applicants and encouraging a more diverse range of applicants.
- Award criteria were adjusted to emphasize difference between the Boram and Straight Award. It was decided that the Boram Award is focused on teaching while the focus for the Straight Award should be on supporting faculty scholarship. Revisions to the rubrics were made to reflect this emphasis.
- TaskStream programs were set up for Award submissions. This will help the committee maintain an accurate record of applicants and winners.
- Webpages were updated to reflect recent award winners.
- Plans were made to make selection process more transparent.

Athletic Committee Report

The Athletic Committee met Thursday, April 24, 2014 at 12:30 p.m. in the Conference Room 309 - Education Building. Those attending included: Randy Baker, Chad Fowler (Asst. AD), Charley Hively, Sue Kelley, Tim McNeely (AD), Don Moroose (Faculty Athletic Rep), Ned Radulovich, Clark Riley (Asst. AD), Budd Sapp, Pat Snively (Asst. AD, Swim Coach), Brian Blackwood, and James Weekly

Faculty Senate Athletic Committee Agenda Items

I. Athletic Program – Overview of Responsibilities and Brief Report

The AD Tim McNeely introduced himself and provide some background information related to his past experiences as an attorney, working for the Governor's office, and his involvement with the PGA tour in WV, prior to his arrival as Athletic Director at FSU. His other staff members provided an introduction as well. Clark Riley is responsible for internal operations and the day-to-day activities related to the 16 athletic teams; Chad Fowler is responsible for development related to marketing, sponsorships, and fundraising; and Pat Snively is responsible NCAA II compliance.

II. Athletic Teams: Update – Clark Riley gave an update on the athletic teams, individual accomplishments of several athletes, and overall team accomplishments (See Appendix A). Sue Kelley mentioned the accolades of the swimming team and one of its members and she state that we need to publicize the accomplishments of our athletes to the broader FSU community.

III. NCAA Division II Update – Questions were asked related to the unionization of NCAA athletes and a discussion followed. AD McNeely stated that this issue had a plethora of factors involved and was not sure how of if this would affect NCAA Division II – and how long it would take to resolve this issue at the NCAA Division I level. Pat Snively is responsible for NCAA II compliance and Don Moroose (Faculty Athletic Rep) is involved in this area as well.

IV. Athletic Strategic/Master Plan and Facilities Update – AD McNeely provided an overview of the Athletic Strategic/Master plan as a result of the athletic consultant group's report from a few years ago and shared that the 2 main points were: 1) Title IX Compliance, and 2) Increasing Private Fund Raising. FSU is adding Women's Soccer in Fall 2014 (club status at first sponsored by athletics) and will add Women's Lacrosse in the future. FSU athletics has a constant watch on Title IX compliance. The top priority identified in the master plan was renovation of the Feaster/Center Joe Retton Arena (approximately \$1.3 million project to be completed with private funds) with approval for this granted by the Board of Governors and soon to be voted on by the Higher Education Policy Commission. Architectural renderings for the renovation and fundraising are about complete

with the tentative schedule of renovations – starting June 2014 with a completion date of November/December 2014. Arrangements are being made for all indoor sports at the Feaster Center to be played at alternate sites until the renovations are completed. AD McNeely stated that the athletic department is in a stable financial position and hopes to continue and improve upon that trend

- V. Miscellaneous Items/Questions & Answers – Other items of discussion included but were not limited to: recognizing the students athletes for their impressive graduation rate and overall GPA of our student athletes; the possibility of future TV coverage of Fairmont State athletic events similar to the previous ones on Root Sports (AD McNeely mentioned the cost of TV coverage and the fact that FSU is doing a commendable job of streaming athletic events as an alternative with the hope of covering more events as resources allow); the \$1000 Club was explained as a way to increase athletic fundraising that supports both the athletic teams of one's choosing as well as athletic scholarships; the baseball team announcing its current new home at the Bridgeport Sporting Complex was viewed in a positive manner by those in attendance with several factors mentioned were about the alumni base in Harrison County, the physical impressiveness of the facility, as well as the sheer number of Little League teams and overall general attendance at the facility; ticket sales at FSU athletic events were discussed along with the rates that faculty now need to pay (it was mentioned that faculty must also pay for other events on campus as well as parking, etc.); AD McNeely also stated that there will be possible future plans for other athletic real estate on campus related to the "lower athletic field" and the property between the "lower athletic field" and the tennis courts

Respectfully submitted by G. H. Budd Sapp

Appendix A

Individual Honors for Banquet

- Thomas Wimbush (MEC Freshman of the Year)**
- Garrett Davis (All-time leader in solo tackles at FSU)**
- Jess Ferrell (MEC Player of the Year)**
- Pasko Komadina (NCAA Qualifier in 50 Free, 100 Free, 200 Free, 500 Free)**
- Hailey Garrett (24th women's basketball player to reach 1,000 point in her career)**
- Bri Swann (Second Team Academic All-American)**

Men's Basketball

- Second-consecutive 20-win season (First time since 2008-09/2009-10)
- 4th MEC standings
- MEC Tournament Semifinals
- Victory over #3 West Liberty
- Thomas Wimbush – MEC Freshman of the Year
- Brandan Cooper/Stevie Browning – Second team All-MEC

Men's Cross Country

-7th at MEC Championships
-5th place at D&E Invitational, 6th place at A-B Invitational & St. Vincent Invitational

Football

-3-7 overall (2-7 MEC)
-Garrett Davis (First-team All-MEC)
-Davis became all-time leader in solo tackles in FSU history with 246. (3rd solo tackles/tackles for loss)

Men's Golf

-Jess Ferrell (MEC Player of the Year, won MEC Southern Invitational, lost a tiebreak after finishing tied for first at MEC Fall Championships)
-Tyler Hartzell (MEC Honorable Mention)
-3rd place at MEC Northern Regional, 6th at MEC Fall Championships

Men's Swimming

-Finished ninth at BMC Championships
-Picked up victories in six meets this season
-Pasko Komadina (NCAA Qualifier in 50 Free, 100 Free, 200 Free, 500 Free)

Men's Tennis

-0-13 overall, 0-5 in MEC
-MEC Championships next week

Acrobatics & Tumbling

-6-2 this season (one meet and nationals remaining this season)

Women's Basketball

-18-10 overall and 14-8 in MEC
-5th in MEC Regular Season Standings/MEC Tournament Quarterfinals
-Hailey Garrett (first team All-MEC) and Makenzie White (second team All-MEC)
-Garrett became the 24th player in Fairmont State women's basketball history to score over 1,000 points in her career. (Currently has 1,271 points which is 14th all-time)

Women's Cross Country

-5th at MEC Championships
-Also finished fourth at Alderson-Broaddus Invitational
-Morganne Phillips (2nd team All-MEC)

Women's Golf

-Finished Sixth at Southern MEC at Berry Hills Country Club
-Elizabeth Frederick finished fourth at MEC Southern

Women's Swimming

-Finished 12th at BMC Championships
-Picked up victories over Davis & Elkins and Alderson-Broaddus
-Finished second at Bobcat Invitational

Women's Tennis

- Went 1-12 under first year head coach Kayla Kurczak
- Taylor Nichols – 2nd team All-MEC

Volleyball

- Went 27-7 overall and 13-3 in the MEC (2nd in MEC)
- MEC Tournament Runner-Up
- Second Team Academic All-American
- Three First Team AVCA All-Regional Players, Four First Team All-MEC Selections
- Led MEC in kills, digs and assists
- Most wins since 1998

Baseball

- Currently has a 13-24 overall record (11-19 MEC) in 10th
- Now playing at the Bridgeport Recreation Complex
- Replace 9 seniors and 5 starters from last year's team, very young team

Softball

- Currently 25-15 (14-10 MEC) 4th in MEC
- Ranked 10th in the Atlantic Region
- Sarah Parsons is 7th in the country in batting average
- Kayla Robins is 7th in country for strikeouts per inning
- A young team that is only losing two seniors after the season

Admissions and Credits Committee Report

Committee on Admissions and Credits
Annual Report to the Senate
2013-2014

During the current academic year, the Committee conducted three meetings, in the first of which Leland George was elected to serve as chair for the current academic year.

In the remaining meetings, three student petitions were acted on by the Committee. One editorial change to the catalog was recommended to the Provost regarding change-of-grade petitions.

Respectfully submitted,

Leland M George, PhD
Professor of English
Chair, Committee on Admissions and Credits

Committee on Committees Committee Report

2014 Committee on Committee Report

Committee Appointments 18 Completed Responses

Academic Appeals Board

8-expired

2-added

- Abbott, Amanda (2015) — Nursing
- Alshallah, Mohamed (2015) — SOB
- Engebretson, Teresa (2015) — SOB
- Freeman, Philip (2015) — ET
- Oxley, Tim (2015) — SOB
- Rogers, Tanya (2015) — Nursing
- Sanford, Rhonda (2015) — L&L
- Schwer, Angela (2015) — L&L
- Weaver, Robert (2015) — SOB
- Weekley, Jim (2015) — BCG

Added

- O'Connor, John (2016) – SOFA
- Brown, Jessica (2016) – SOE/HHP

Admissions & Credits

8-expired

3-added

- Condrón, Ellen (2015) — Nursing
- George, Leland (2015) — L&L
- Hemler, Deb (2015) — BCG
- Kirby, Gale (2015) — Nursing
- Kremer, Joseph (2015) — SOB
- Long, Donna (2015) — L&L
- Oxley, Tim (2015) — SOB
- Scanlon, Matthew (2015) — BCG
- Shroyer, Ashley (2015) — Nursing
- Ex—Officio: Registrar
- Ex—Officio: Director of Admissions and Recruiting

Added

- Myers, Jennifer (2016) – LIB
- Morphew, Valerie (2016) – SOE/HHP
- Kirk, Fran (2016) – SOFA

Athletics

7-expired

2-added

- Abbott, Amanda (2015) — Nursing
- Condrón, Ellen (2015) — Nursing
- Kelley, Sue (2015) — L&L
- Kiefer, Kristi (2015) — HHP
- Lee, Frank (2015) — SOB
- Morris, Tony (2015) — BCG
- Trisel, Don (2015) — BCG
- Vassil, James (2015) — ET
- Weekley, James (2015) — BCG
- Yeager, Phil (2015) — BCG
- Ex—Officio: Director of Athletics and University NCAA Academic Representative

Added:

- Moroosse, Donald (2016) — SOE
- Radulovich, Ned (2016) — LIB

Faculty Harassment Complaint

4-expired

3-added

- Bobo, Leia (2015) — Nursing
- Heagy, Suzanne (2015) — L&L
- Kiefer, Kristi (2015) — HHP
- Morphew, Kirk (2015) — ET
- Morris, Tony (2015) — BCG
- Reneau, Julie (2015) — SOE
- Rohrbaugh, Clarence (2014) — Beh. Sci
- Ryan, Mike (2015) — HHP
- Savage, Elizabeth (2015) — L&L
- Shaver, Ann (2015) — Beh. Sci
- Turchin, Linda (2015) — Nursing

Added:

- Shields, Chuck (2016) – LIB

- Shaver, Ann (2016) – LIB
- Yerdon LeJeune, Jennifer (2016) – SOFA

Faculty Personnel

2-expired

2-added

- Hiltz, Sharon (2015) — L&L
- Kirchoff, Denise (2015) — Nursing
- Shields, Charles (2015) — Soc. Sci
- Ex-Officio: Provost

Added:

- Shields, Chuck (2016) – LIB
- O'Connor, John (2016) – SOFA

Faculty Welfare

14-expired

5-added

- Abbott, Amanda (2015) — Nursing
- Bates, Joyce (2015) — Nursing
- Harvey, Erica (2015) — BCG
- Lee, Frank (2015) — SOB
- Nestor, Deborah (2015) — L&L
- Reneau, Julie (2015) — SOE
- Roof, Steve (2015) — BCG
- Scanlon, Matt (2015) — BCG
- Shroyer, Ashley (2015) — Nursing
- Yeager, Phil (2015) — BCG

Added:

- Reneau, Julie (2016) – SOE/HHP
- Price, Jeremy (2016) – SOE/HHP
- Podlaskowski, Adam (2016) – LIB
- Eichenbaum, Daniel (2016) – SOFA
- Brown, Jessica (2016) – SOE/HHP

Institutional Review

10-expired

3-added

- Blankenship, Joseph (2015) — SOB
- Freeman, Philip (2015) — ET

- Jones, Theresa (2015) — Nursing
- Matthews, James (2015) — L&L
- Sanford, Rhonda (2015) — L&L
- Sidwell, Amy (2015) — HHP
- Trisel, Don (2015) — BCG

Added:

- Myers, Jennifer (2016) – LIB
- Leary, Janie, (2016) – SOE/HHP
- Rohrbaugh, Clarence (2016) – LIB

International Education

9-expired

1-added

- Bobo, Leia (2015) — Nursing
- Heagy, Suzanne (2015) — L&L
- Hemler, Deb. (2015) — BCG
- Hiltz, Sharon (2015) — L&L
- Hippolyte, Erin (2015) — L&L
- Hokom, Matt (2015) — L&L
- Hossain, Mahmood (2015) — ET
- Khalil, Mohamad (2015) — SOB
- Michael, Beverly (2015) — HHP
- Surendran, Sunil (2015) — SOB
- International Student chosen by Student Government
- Ex-Officio: Associate Provost

Added:

- Eichenbaum, Daniel (2016) – SOFA

Legislative Advocacy

7-expired

1-added

- Abbott, Amanda (2015) — Nursing
- Kelley, Susan (2015) — L&L
- Murphy, Kim (2015) — ET
- Ex-Officio: Faculty BOG Representative
- Ex-Officio: Advisory Council of Faculty Representative
- Ex-Officio: Assistant to the President

Added:

- Sapp, G.H. Budd (2016) – SOE/HHP

Student Financial Aid Appeals

6-expired

1-added

- Baur, Andreas (2015) — BCG
- Baxter, Harry (2015) — BCG
- Hokom, Matt (2015) — L&L
- Kerwin, Vicki (2015) — Nursing
- Lee, Frank (2015) — SOB
- Morphew, Kirk (2015) — ET
- Schwer, Angela (2015) — L&L
- Turchin, Linda (2015) — Nursing
- Weekley, James (2015) — BCG
- Ex-Officio: Director of Financial Aid

Added:

- Shaver, Ann (2016) – LIB

Student Hearing Board

8-expired

3-added

- Baur, Andreas (2015) — BCG
- Freeman, Philip (2015) — ET
- Kerwin, Vicki (2015) — Nursing
- Kiefer, Kristi (2015) — HHP
- Kremer, Joseph (2015) — SOB
- Oxley, Tim (2015) — SOB
- Rogers, Tanya (2015) — Nursing
- Schwer, Angela (2015) — L&L

Added:

- O'Connor, John (2016) – SOFA
- Rohrbaugh, Clarence (2016) – LIB
- Yerdon LeJeune, Jennifer (2016) -- SOFA

Ad Hoc on Adjunct Hiring Committee Report

Report from the Ad Hoc Committee on Adjunct Hiring Practices—6 May 2014

The committee, Chris Kast, Donna Long, Robin Payne, Michael Ransom, Steve Roof, chaired by Anne Patterson, met regularly over the course of the year to discuss issues surrounding adjunct hiring practices in light of the Affordable Care Act and the planned implementation of the OASIS program in WV. The former requires large employers to provide health insurance for any employee working more than 30 hours per week; the latter will create a single Federal Employee Identification Number (FEIN) for all state employees.

At Fairmont State and in many other universities across the nation, the HR response to the ACA was to limit the number of hours an adjunct could teach. The IRS requires higher education institutions to use a “reasonable” measure for including time preparing and grading courses in addition to actual classroom instruction. As of this report, “reasonable” measure allows an adjunct to teach nine credit hours each fall, spring, and summer sessions. However, in light of the OASIS program, HR ruled that FSU would not hire anyone who taught at another institution (or any state agency).

One of the major difficulties with this decision is within the School of Fine Arts Music program, which hires many adjunct faculty to teach low numbers of hours for a wide variety of musical instruments; not surprisingly, these adjuncts hold similar positions at other universities. Therefore, while none of these adjuncts would likely teach even close to 9 credit hours at FSU, that they are employed at another state institution renders them, under the current HR policy, ineligible to teach any hours at FSU.

In a meeting with the committee, Cindy Curry stated that OASIS could not track employee hours across institutions, and that the OASIS programmers had suggested that institutions write “memorandums of understanding” with each other. However, Curry said such memorandums would take months to write and HR was not going to do that. When asked how FSU would insure that students could make reasonable progress toward degrees if we could not hire sufficient staff, Curry stated that HR was still negotiating with the OASIS people.

In addition to collecting information from federal, state, and FSU regarding the plan for adjunct hiring, the committee has created a survey for our adjunct faculty which is designed to provide us with information about how many of our adjuncts do teach at other institutions; how many already have health insurance through another position; and the like. A copy of the survey is attached, and we would be happy to have any suggestions regarding the content.

Respectfully submitted,
Donna J. Long
for Anne Patterson