

Fairmont State University

Faculty Senate Minutes

October 8, 2103

303 Education Building

3:00-5:00 p.m.

Attendance: J. Webb-Dempsey (President), C. Crislip-Tacy, C. Edwards, R. Hammonds, D. Hemler, M. Hokom, G. Jones, S. Kelley, G. Kirby, D. Kirchoff, J. Kremer, D. Long, R. Mild, R. Moore (student government), A. Patterson, R. Payne, S. Roof, M. Ryan, G. Sapp, C. White

Visitors: M. Rose, C. Lavorata, J. Kirby, V. Dempsey, B. Michael

I. **Reading and approval of September 10, 2013 minutes** – It was moved and seconded to accept the minutes from Sept. 10 as read. Motion carried.

II. **Announcements/Information/Discussion**

- **President Rose updates**

- **Faculty Sick Leave Policy** –HEPC is currently in process of revising their policy on sick leave. In order to prevent the new FSU policy from conflicting with HEPC policy, FSU policy will not be submitted until HEPC changes become available. The FSU policy should be on the BOG agenda for the Dec. meeting.
- **HEPC** - increasing oversight, resulting in numerous reports due and requiring the expenditure of large amounts of time.
 - Report submitted Oct. 1 included a description of how Institutional and HEPC Strategic Plans align, timeline for development and implementation of the campus master, and description of how all Campus Compact goals are incorporated.
 - Compact update from previous HEPC plan and new goals and rationale for HEPC Master Plan are to be submitted by Nov. 1.
 - Reauthorization of the institution by HEPC by Nov. 1 requires submission of a great deal of information that the institution has previously submitted to HEPC, such as enrollment, retention, and graduation numbers, as well as Clery Act information.
- **Lobbyist** - The regional colleges and universities of WV (Concord, Bluefield, Shepherd, Glenville, WV State, West Liberty, and Fairmont State) have banded together in an attempt to get a stronger voice in Charleston. They have hired a person as a lobbyist who will be the unified voice for the group. They have identified three specific goals to be discussed with the legislature during the upcoming legislative session.
 - Stop budget cuts as the institutions cannot sustain any additional cuts.
 - Pull back on SB 330 and don't try to implement everything all at once.
 - Give all the regional colleges and universities the same flexibility with hiring guidelines and purchasing that WVU and Marshall have. "Let everyone operate under the same rules."

The regional group is also keeping outcome-based funding on the "back burner" so they don't try to reallocate those monies again.

- **HEPC meeting Oct. 4**
 - Approved campus safety procedures. FSU has an emergency plan that Jack Clayton & his staff have put together. There are periodic drills, and FSU is currently in good shape regarding safety.
 - Approved Series 40 Equal Opportunity and Affirmative Action rules.
 - Gave increased investment authority to Marshall and WVU.
 - Approved modifications in TIAA-CREF, mainly to assist military personnel and to give relief to individuals on minimum distribution amounts required.
 - Approved presidential search for Concord.

- S. Kelley stated that she will approach Cathy Butler in order to discuss HEPC's request for information that has already been submitted by FSU. C. Butler has stated at an earlier time that HEPC would not ask for replication of materials previously submitted.

- Hoping that lobbyist will provide a more unified voice to approach the legislature.

- WVU – raises for all has been announced. Our question is: why is WVU able to do so when, according to SB 330, they should not have been allowed to give the raises.

- S. Roof - FYI regarding sick leave policy: If taken off the payroll due to sick leave, that year will then not qualify as a year of service.

- 4% off indirect rate due to separation from Pierpont. Pierpont is experiencing a problem related to student loans. The loan default rate is now 28% and if it increases to 30%, they will be ineligible to receive federal money.

- A. Patterson related that she has students on her class roll, but they don't show up and they don't drop the class. It's probable that they don't drop due in order to keep financial aid. M. Rose reminded faculty to keep track of attendance and add last day of attendance on grade sheets. She also said that if a faculty member has a student who doesn't show up and doesn't drop, send this information to Kaye Widney. These students could add to the FSU loan default rate in a few years as they end up with 0.00 GPA and no credits.

- **VP Institutional Assessment & Effectiveness – Leadership Council faculty representation**
 - V. Dempsey present to provide updates and hear Senate members' thoughts on representation for campus-wide strategic plan, the assessment process, and the long-term work necessary. Two main areas relate to:
 - Assessment process, both academic and campus-wide assessment of organizational units on campus.
 - General strategic planning process and having campus-wide representation. Important to professional community on campus
 1. Need to ensure that all units are represented in conversation – not just Senators but representation from all.
 2. Build a culture of governance for all that is about relationship between schools/colleges, deans and administrative units, and the faculty – There should be participatory decision-making and all academic units should be involved.

- What is Senate’s role in this process? Should representatives be from Faculty Senate or chosen from the education units? In addition, should reps be elected or appointed?
 - V. Dempsey stated that every effort should be made to ensure that each Senator should speak as a representative voice rather than speaking for self without input from colleagues or speaking on behalf of people to whom they have never talked. The charge to Senators is: All information should be discussed with all members of the units and to then speak as the representatives for the entire academic unit.
 - Deans should be responsible for ensuring that all members of unit aware of issues, etc. from Senate meetings Jaci - Systematic way to ensure that this is occurring as not all academic units are operating under this charge (don’t meet on a regular basis) Participation of ALL!!
 - J. Webb-Dempsey – need for motion for faculty to go back & share with colleagues. D. Long – understanding that after Senators receive job descriptions, will be returning to units & electing representatives.
 - The charge for the election of these representatives should come from the provost’s office to the Deans of each academic unit.
 - A. Patterson requested the formula for representation. I.e: equal representation from units related to number of unit members versus 1 rep/unit (for both Critical Friends and Leadership Council). D. Long stated that 1 rep/unit for each is the understanding, which was supported by other Senate members.
 - **HLC Report** was made available to Senators – S. Roof questioned if it is then OK to share the information received with all members of units. V. Dempsey verbalized that any material sent by him to members of Senate is definitely to be shared with all members of academic unit, stating, “Senators are obliged to share this information.” The only time material should not be shared is if he makes a statement to that effect.
 - Suggested by D. Long that rather than directing information to only members of Senate, material should be sent directly to all faculty members. A link that can be made available to all faculty would be particularly helpful.
 - “Job descriptions” for both “critical friends” and “leadership council” are still needed from V. Dempsey to enable senators to provide information regarding actual expectations to their academic units. V. Dempsey will do so, after discussing and coordinating this information with the provost.
- **BOG representative - Bob Mild**
 - Oct 17 meeting will be held at the Caperton Center at 9:00 AM.
 - Dec 12 – The sick leave policy will be considered during this meeting.
 - State tax revenues are still in decline.

- **ACF representative - Sue Kelley**
 - Meeting Oct. 17
 - That afternoon, following the meeting, will be a panel discussion on SB 330.
 - Distributed new pamphlets from ACF: “Creating a Continuum of Learning”. Senators to disseminate to members of their academic units. Kelley stated that there are plenty available if more are needed.
- **Student Government representatives - Randy “Mitch” More**
 - R. More introduced self as a newly elected representative in Sept.
 - Plans for FSU Homecoming underway
 - Recent retreat held to train new members -Stated that 70% of student government representative are brand new this semester
 - All seats in Student Government were able to be filled
 - Numerous freshman that seem to be very interested in interacting & becoming involved.

IV. Old Business

- **2013-14 Committee Roster - Donna Long**
 - D. Hemler moved that the 2013-2014 committee roster be accepted as presented and S. Kelley seconded. The motion carried after no further discussion.
 - All members on these committees volunteer to serve after receiving the campus-wide survey
- **Constitutional Revisions**
 - G. Jones moved to approve revisions as presented (all revisions made available to Senate members) & seconded by D. Long. Approved with several grammatical corrections
 - Remember that there must be a quorum present at the faculty meeting in order for voting to take place. Keep reminding colleagues of the importance of attendance.

V. New Business

- **Faculty Senate President**
 - J. Webb-Dempsey stepping down as Senate president due to new role as interim Associate Dean.
 - Senate members verbalized their appreciation to J. Webb-Dempsey and thanked her for a job well done. She stated that she will continue to be involved with work on constitutional by-laws. Also stated that within the by-laws, except for president and secretary, there are no clear guidelines for members of the Senate executive committee.
 - D. Long presented the proposal from Senate executive committee that C. Shields, currently serving as vice-president, step in as Senate president for the remainder of the school year.

- Asked for additional nominations from floor. After no additional nominations from the floor, B. Sapp moved that nominations be closed
- Moved by D. Long to install C. Shields as interim president of Faculty Senate. Second by S. Kelley and approved unanimously

VI. Open Forum

- ***Adjuncts***

- C. White related that new guidelines for maximum hours for adjuncts will be 27 hours/semester. Scheduling them for more than 27 hours will make them eligible for the Affordable Health Care Act
- D. Long suggested that adjuncts become independent contractors which might enable them to have a collective voice
- Faculty Welfare Committee will be reviewing general considerations related to adjuncts. The morale of the adjuncts is an important consideration.

*Items for the agenda should be sent to the President of the Senate by Tuesday morning, one week prior to the next Senate meeting, for consideration by the Executive Committee

Next Meeting: November 12, 2013
Rm. 303 ED 3:00 – 5:00 PM

Respectfully submitted by:

Gale Kirby, Faculty Senate Secretary

Oct. 8, 2013