
Fairmont State University Faculty Senate

Meeting Agenda

January 11, 2022

3:00-5:00 p.m.

WebEx Link:

<https://fairmontstate.webex.com/fairmontstate/j.php?MTID=m219e8ebb6a36c3a291b38d616>

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Called to order 1/11 at 3:10.

Members Present: Charles Shields (President), Donna Long (VP, Humanities), Todd Clark (Exec Committee: Member-at-Large, Social Sciences), Jim Davis (Exec Committee: Member-at-Large, Business), Nina Slota (Exec Committee: Secretary, Behavioral Science), Tom Cuchta (Computer Science & Math), Sharon Mazure (Library), Steven Roof (Academic Leadership Team), Bill Harrison (Faculty rep to ACF), James Vassil (Sci-Tech), Julie Reneau (Education), Tyler Singer (Exercise Science), Janet Floyd (School of Business & Aviation), Gina Fantasia (Faculty Rep to BOG), Rachel Cook (Natural Sciences), Nathan Myers (Humanities), Denise Kirchoff (Nursing), Jennifer Satterfield (Nursing), Galen Hansen (Proxy for Stephen Rice, Dept. of Natural Sciences), Tabitha Lafferre (Engineering Tech), Logan Cottrell (SGA), Trey Jones (SGA)

Guests: President Martin, Provost Phillips, Malisa Eades, Michael Ransom, Susan Ross, Amanda Metcalf, Keisha-Morae Kibler, Jan Kiger, Robin Payne, Christa Kwiatkowski, Stephanie Jones, Deb Hemler, Merri Incitti, Laura Clayton.

- 1) Reading & Approval of the minutes from the November 9, 2021 meeting
Motion to approve the minutes. (Long/Cuchta). Motion passed.

2) *[Note from Secretary: Below, you will see President Martin's comments. The meeting recording had not been turned on before President Martin spoke. The below notes about the potential funding formula are based off the Executive Committee's personal notes for their departments. Any misstatements are the responsibility of the Secretary; she apologizes for any misstatements or confusion.]*

President Martin welcomed us back. She wanted to speak to us about the Council of Presidents' proposed performance- based funding formula increases/changes that will be presented to the legislature. The state-level discussion had started pre-pandemic and was delayed. All the details are in flux, but as of the Faculty Senate meeting date, these were some of the details. Schools would be measured on 5 outcomes: progression between years, completion, expenditures/research/indirect costs, workforce outcomes/grad school in WV, and efficiency. This last is a unique WV metric, extra funding will be given to institutions for adult students/low income, graduates in high needs career areas, graduating in 8 semesters or less. The universities

had a voice. It could be a 5.5 million dollar shift to base budget. The proposal is goal- and achievement-oriented. However, Dr. Martin is concerned that the timing is wrong, because higher ed is changing due to the pandemic and shifting age demographics. We shouldn't measure future goals when we don't even know current situation.

We won't lose everything now. The safeguard is to evaluate the model each year, and use a 3-year average, not a 1-year snapshot, so everything will take time.

Dual-enrollment is not included in the counts. Maybe there will be separate funding for high school/dual enrollment. Discussion continues. Formula is still being discussed. By next meeting, legislature 4 weeks in. In the pipeline, overview, but may change as politicians get involved.

Questions:

Galen Hansen: Where is it originating from: Education and Finance, LOCEA (Legislative Oversight Committee On Education, or HEPC)?

Answer: HEPC would probably provide a draft to the politicians. Again, this is a continuation of the funding conversation from pre-pandemic. ACF should be helping out in the formulation/passing. Bill Harrison, ACF representative, confirmed that ACF will monitor and be involved.

Funding formula will impact the 3 biggest schools the most. However, we have the most WV students, so larger piece of that pie. In this day of surpluses, President Martin thinks the state should pilot with 5-10 million dollars. Legislature says they won't give new funding, but usually recalibrate funding every 5 years.

President Martin believes this would work best as extra money, not as base budget.

Given how well the state is doing, higher ed is hoping that while we establish baselines and learn consequences, that a pot of money should be set aside, so that the baseline can be constant. She doesn't know if that part will be successful.

Originally, it was going to be set for 5 years. She was concerned—decline in people, people changing fields, and what is a workforce priority now may not be useful then. Politicians have been listening. West Virginia's state budget has a 700-million dollar surplus at the end of this year, so 5-10 million may not be as big of an issue now. She has more confidence that there might be a year with funding to work out issues.

Donna Long: Is there anything written and public?

President Martin: Not yet. The program characteristics are still in flux; the timing is changing. Plus the impact of data from Commerce could change it. When it goes to the legislature, probably more changes. The Council of Presidents has shared their thoughts. They support the formula and are grateful for a voice. They think assessing yearly is big safeguard. There may be an emergency meeting for endorsements, if needed.

The State of State is scheduled for tomorrow night. It might change what President Martin described. She believes it's not perfect, but we can work with it.

President Martin assumes some version of it will pass this legislative session.

3. Vice-President Incitti and the academic calendar are later in the agenda, but due to a time conflict, she's next. She's trying to see if we can fit in a Reading Day, but we also need to work backwards from Commencement, and it depends on how many days of finals. We're already down to 4; Reading Day would probably mean 3 days of finals.

One of the other variables is the athletics calendar and MEC guidelines, about starting practice, etc.

She and the registrar can work together to make a master calendar of behind-the-scenes grading dates, etc., if faculty desire it.

Midterm will be the Friday before spring break.

This year and last year, we took out January professional development; August is a whole week, but it will be a couple days of professional development; down to 2 days, so schools can have assessment and meeting days. In January, we'll be due back the Tuesday after the New Year's Holiday.

Winter term--Is it money maker? Not really, partly because right now it's counted financially as part of fall term. It does help students. As of next year, it will be stand-alone in Banner, in order to see about money. Like summer, it will also allow students to repeat courses, when it is a stand-alone semester, so they can get back in good academic standing. This year, they couldn't repeat fall failures, because it was seen as same term. Will help STAR students (students on academic probation).

Should we allow 2 courses in winter or limit to 1 class, with the possibility of an override? That conversation should happen between faculty, chairs, deans. Benefit of 2—financial aid for students, less paperwork for overrides.

There have been comments about the overlap between Winter and start of Spring, but Winter is a separate contract and is voluntary. To get rid of overlap, we'd need to shorten Winter to 4 weeks, but students might get more D/F/W's.

Question: What is the difference between the registrar's calendar vs. the academic calendar? We've been told through our departments that the Registrar's calendar is the "official" calendar.

The Registrar builds hers from the academic calendar. It has official dates for refunds, grades, etc. In the last few days, it was discovered that Libcal was wrong for this year's calendar. Commencement is still 2 days. It should say the calendar is from the Sept 2021 calendar.

Question: Do we need to check syllabi? She will send out the correct calendar through email. [Note, she did send it out to faculty that day.]

Question: When we separate Winter from Fall in Banner, will it affect financial aid?

Answer: Yes, it will make it easier for students to get aid. This year, the cost was the

same, but the tuition was coded mostly as fees, not tuition. It didn't work; it also affected athletes, but some can't take winter classes because MEC schedules have some students playing in December. Students won't need to do a separate FAFSA; it counts as part of the academic year aid. Some students thought they could register for 3 classes this winter, so school contacted them to fix their registration.

Students will be able to ask for financial aid, 3 hours won't even allow part-time financial aid but 6 credits, would allow for part-time aid. Perhaps GPA stipulations for students wanting 2 classes. Everybody's aid for the term will be separate.

4) Provost Phillips

Good news:

1. Tom Cuchta is hosting a Fulbright scholar from Russia. Dr. Alexander Lyapin is a math professor from Siberian Federal University in Krasnoyarsk. He's teaching Calculus and programming. His office is ET403.

2. New NSF grant—Bridging the STEM Gap in Appalachia, Dr. Mitchell is one of the primary investigators. \$750,000 from NSF is a wonderful thing for us.

3. FSU will host the Governor's Honors Academy, for the next 3 summers. It is a 3-week, summer program. Very competitive process to get the award.

4. Handbook was distributed in November. There were some errors and typos, PTAR, curriculum process. New copy will be out within the week. [It was.] The Faculty Senate Standing Committee has been identified; each college elected someone and the Provost made 3 selections. The committee is: Leisa Muto (Business), Rick West (Education & HHP), Todd Clark (COLA), Fran Young (Nursing), Joe Riesen (SciTech). Provost appointed: Deb Hemler (to represent Chairs), & Robert Baker (because he chaired original handbook committee), and Rick Harvey (to represent Deans). Also, 3 people are ex officio—Chuck Shields (President Faculty Senate), Ashley Maxey (Human Resources), Cailey Murray (Legal Counsel). Also, Hailey Hansen to have her firm do professional development for the committee. Her name came through HLC; her firm has participated with 250 universities for faculty handbooks. She will help with best practices, professional development.

1) Ad hoc committee on Post-Tenure Achievement Review. Being chaired by Donna Long.

2) Ad hoc committee on Online/Remote teaching. Co-chaired by Julie Reneau and Josh Smallridge.

3) After those ad hoc committees have done their work, probably by mid-March, their documents will go to the Handbook committee for next year's handbook.

4) Promotion & Tenure committee has been meeting. Provost's recommendations due to the President by end of this week.

5) Matt Hokom is head of P&T committee, which also has emeritus status and

sabbaticals as part of their charge. Dr. Phillips is an advocate for sabbaticals; after this year's work on tenure and emeritus, then working on how to re-establish sabbaticals.

5) Reports of Officers, Boards and Standing Committees

1) BoG Representative, Dr. Gina Fantasia—Dec. 2nd was previous meeting. Auditors reported; BOG accepted the audit; it was a clean audit. BOG accepted expenditures for capital reserves for delayed maintenance issues. Board okayed proposal for \$1300 raise to all full-time employees. Average across everyone, it was a 2.53% raise. The next full BOG meeting is Feb. 17.

2) ACF Representative, Dr. Bill Harrison—ACF meeting in December was canceled. Nothing to report.

6) Student Government Report—SGA traveling to Charleston on Friday, Jan. 14 to speak to legislators. Christmas with a Falcon was a huge success.

7) We need to replace Stephen Rice on Executive Committee. As senators, do we have any nominations for at large member of Executive Committee. Send to Secretary or Senate President, unless any volunteers, or self-nomination. Any volunteers?

Secretary: If you are considering this, you are simply filling his term. Therefore, you are only committing yourself through April, if that changes anyone's ideas. I see Tom smiling, but I don't think he could because he must take a whole year off. Although, technically, it's filling an expiring term. Senate President: I don't know, either.

Bill Harrison: Willing to volunteer if nobody else wants to.

Motion to accept Bill Harrison as ex officio member of Executive Committee by acclamation. (Fantasia/Long). Motion passed.

8) Unfinished Business

Major Items

- (1) Proposed revisions to Faculty Senate constitution and bylaws, as amended (second reading—tabled at November 9 meeting)
- (2) Curriculum Proposal # 21-22-01 Math 5-9 (second reading)
- (3) Curriculum Proposal # 21-22-02 Outdoor Recreation Leadership Minor (second reading)
- (4) Curriculum Proposal # 21-22-03 Exercise Science (second reading)
- (5) Curriculum Proposal # 21-22-04 Forensic Science (second reading)
- (6) Curriculum Proposal # 21-22-06 Mtg 3370 (second reading)
- (7) Curriculum Proposal # 21-22-07 Chem 1101 & 1102 (second reading)

Motion to consider these for second reading as a group. (Long/Cuchta). Motion passed.

Motion to pass them for second reading. (Long/Cuchta). Motion passed.

Minor Items

- (1) Standardized Form for Year-End Faculty Senate Committee Report
(tabled at November 9 meeting)

Motion to take off the table for discussion. (Long/Harrison) Motion passed.

Put forth by Jim Matthews. There was some discussion last time; tabled due to time.

Motion to pass the standardization. Long/Hansen.

Discussion

Cuchta: Can someone explain purpose?

Long: Purpose--HLC wants consistency for accreditation. It won't change the info; it would be used as a template.

Cuchta: So, accreditors check what Senate does?

Long: Apparently.

Clark: Not my understanding. How is it that they are looking at Senate?

Long: That's my understanding, based on conversations with Jim Matthews. Perhaps Susan Ross can provide more clarity.

Susan Ross: For HLC, we have criterion teams, each with standards for different areas. Within each standard, need evidence. For example, evidence that faculty are involved in decision-making, meeting minutes, annual reports. Not looking at what we do, but how faculty are involved, how loop gets closed. Information gathering.

Fantasia—Accreditors want to know that we have good working processes and evidence of processes, best practices and working the process.

Clark—As senator, not comfortable until we see something in writing about expectations. Potential repercussions?

Fantasia-Not time sensitive.

Motion to table. (Clark/Harrison) Motion passed.

9) New Business

Major Items

- 1) Curriculum Proposal # 21-22-05 Community Health
- 2) Curriculum Proposal # 21-22-08 English BA
- 3) Curriculum Proposal # 21-22-09 BSN
- 4) Curriculum Proposal # 21-22-10 Secondary Education-Residency Requirement
- 5) Curriculum Proposal # 21-22-11 Art Education-Residency Requirement
- 6) Curriculum Proposal # 21-22-12 English Education-Residency Requirement
- 7) Curriculum Proposal # 21-22-13 Math Education-Residency Requirement
- 8) Curriculum Proposal # 21-22-14 Biology-Residency Requirement
- 9) Curriculum Proposal # 21-22-15 Chemistry-Residency Requirement
- 10) Curriculum Proposal # 21-22-16 Earth and Space Science-Residency Requirement
- 11) Curriculum Proposal #21-22-17 General Science-Residency Requirement
- 12) Curriculum Proposal #21-22-18 Physical Education-Residency Requirement
- 13) Curriculum Proposal #21-22-19 Physics-Residency Requirement

- 14) Curriculum Proposal #21-22-20 Spanish Education-Residency Requirement
- 15) Curriculum Proposal #21-22-21 Curriculum Change History Minor
- 16) Curriculum Proposal #21-22-24 New Course-Math 110
- 17) Curriculum Proposal #21-22-25 Curriculum Change Political Science
- 18) Curriculum Proposal #21-22-27 Honors Program Education Track
- 19) Curriculum Proposal #21-22-28 Social Studies-Residency Requirement

#3 the BSN is a new degree program. It goes to HLC for complete review, 4-6 months; it depends on how many other programs they have. It also has to have a financial review and set aside before HLC.

The proposals for the Education residency requirement are very similar; they are numbers 4-14 and 19. These also get screened by HLC. Time frame will not be the 4-6 months. Everything else is regular process.

Motion to consider all the curriculum proposals as a package for first reading, except the proposal 21-22-09 which will be considered separately. Harrison/Long. Passed.

Denice Kirchoff and Laura Clayton—Proposal was voted on by faculty in nursing; it did pass.

Concern of ASN professors due to 7 open positions, and this would add more open positions; it would be taught by new faculty.

How much does this affect the rest of us in terms of core curriculum? Some would be dual-enrollment or AP credits from high school.

Nursing—Not the content, just the open lines. Will need to show that we've got resources—have 1 year to show. This is approval, then showing HLC that we have faculty with the correct credentials, then 1 year to start the program.

Motion to consider the package of all but the nursing for first reading. Cuchta/Long. Motion passed.

Education residency—The state has mandated 1 year residency by 2024. These proposals say 2022, so question is, "If I have an advisee, what happens in spring 2023?" Are we changing the requirement midstream or are they grandfathered? As long as they don't change the catalog, their requirements don't change. How are public schools preparing? We have been working with them. Our k-12 schools want it, the pilot went well. Mentor teachers loved it, our students loved it. Payment? State Department of Education is giving them \$2,000. The money is after the Praxis, so during the 2nd semester of residency. Don't know how long the money will stay.

Motion to consider the BSN proposal for first reading. Kirchoff/Fantasia

We aren't the only school having trouble finding faculty, due to COVID pay; it's national, not

just this state. But how will we find faculty for BSN, when ASN needs full-time faculty? ASN, only 1 faculty member who is tenured. There's nobody to mentor new faculty. This is a big concern. It's still a few years before some faculty become tenured. Where will we find placements for clinicals? Faculty are leaving for many reasons, including salary, workload.

We are one of the few regional universities that doesn't have a BSN. ASN is faster than a BSN; 2 years, so faster to fill need. Strain on resources for training new faculty and staffing both programs.

If students have HS dual enrollment credits, they'll have a BSN in 3 years; 4 years if no previous credits.

Research shows BSN nurses have better patient outcomes; all 3 current BSN faculty are tenured, so they'd be the mentors.

Financial aid issues currently, but the BSN program should have fewer issues. Will there still be two robust programs? That's the plan, but there is a concern that the ASN program will not be able to sustain.

Motion to pass the BSN proposal for first reading. Motion passed; 1 nay.

11) Announcements/Information/Discussion

1) Textbook Survey Results—There was a good response rate, most faculty were aware of prices. 74% give information about alternatives; some use syllabus, which could be problematic. We may not be able to say they can buy their books other places; but we've never been told explicitly. We need an in-service or documentation about buying their books other places.

“Textbooks should be used for 3 years,” counts changing the edition as the SAME as changing the textbook and therefore a violation of Policy 54, which says books should be used for 3 years.”

There will be a student survey.

The state is interested in learning about pricing. OER initiatives. Several faculty have grants to do OER's. The library also tries to keep copies of all textbooks at the reserve desk.

2) 22-23 Academic Calendar—already discussed.

3) COVID Attendance guidance update?

No change from last semester. You manage your class and attendance, as long as students in quarantine have streaming, etc. If you expect attendance, then they have to be there, as long as they are not sick. First ALT meeting tomorrow to talk about fall.

4) Pay Raises, CUPA levels—wait until next time.

5) Guidance on referring students for counseling—Turn-over in the Counseling Center. We were used to a small counseling center, we're used to referring to person, now that Andrea is gone, what is the process/procedure? We can suggest it to the students, but sometimes, even pre-pandemic, we get students coming back to

us and they say the center can't see them for multiple weeks. Now, with the online registration, there's a screen for suicidal thoughts and then the students are told to call the counseling center. Even students who have said yes to the screening may still be told they can't be seen for a week. We need a bigger counseling center, we need a social worker. They will be able to schedule counseling through the health center. If a student is in crisis, take them to the health center, because the nurse practitioners can work with them until counseling is ready for them. Counseling will also be able to do tele-health, for the students who can't get to the office. Perhaps this could be a professional development opportunity. They are interviewing for a replacement. Counseling is now in the Falcon Center.

Over break, problems with single access doors. Jayne's would only allow exit from the same door. Fire risk.

The damage in Bryant Place was mostly 5 rooms and a stairwell.

New Vice-President of Facilities starting next week: Dr. Han.

When we mentioned that Andrea had left, there were people in this room who didn't know she had left. That's a problem. When Matt Swain announced that he was leaving, we got that big announcement and there was a party. When Molly Barra left, people didn't know. Around here, we're small enough that we don't tell them "Go to the library," we say, "Go see Molly. Go see Charley. Go see Andrea." It's a problem if we're saying go see somebody who isn't here now. As more people leave, this is becoming an even bigger issue. We don't know who is here and who isn't. We're losing these relationships and these people, and we don't even know we've lost them until we need them. So, whether it's a URM announcement or something, "These are the people who left this month," or "These are the people who were hired." We have a disability services coordinator; only noticed the name while helping a student and glanced at the side menu. I don't know how long she'd been here before I noticed. That's a problem. It seems like we should all know what's going on with the family.

Motion to adjourn. Clark/Harrison

XIII. Open Forum

Next Meeting: February 8, 2022 3-5pm

***If you have items for the agenda please send your request to the Faculty Senate President (Charles.Shields@fairmontstate.edu) by Tuesday morning January 4, 2022 for consideration by the Executive Committee.**