

Glenville State College Faculty Senate Minutes

Date: September 18 2018

I. Call to Order and Roll

- President Tim Henline called to order the Glenville State College Faculty Senate at 12: 25pm in the Mollohan Conference Room, Room 319.
- Senators present: Tim Henline, Adam Black, Kevin Evans, Dwight Heaster, James Bradley, Dana Wilson, Marjorie Stewart, Dennis Wemm, Larry Baker, David O'Dell, Jason Barr, Shelly Ratliff, Kandas Queen, Jason Yeager, Amanda Chapman, Wenwen Du, Jeremy Keene.
- Also in attendance: Gary Morris, Victor Vega, Jesse Skiles, Tracy Pellet

II. Approval of Minutes; Reports

- Motion to approve minutes for August 21 was passed
- Motion to approve minutes for September 4 was passed
- Reports
 - President's Report: Committee appointments have gone out, though we still need some vacancies filled. Volunteers? (See below.) Any further discussion? Larry wants to note that Tenure and Promotion hold current members. Motion to approve current committee appointments passed.
 - Academic Appeals alternate: Kevin Evans
 - Enrollment Management: Jason Yeager
 - Student Life: Jeremy Keene
 - Board of Governors/ACF Representative Mr. Larry Baker: Nothing to add; no meetings.
 - Administrative/Academic Updates:
 - Tracy Pellet would like to reiterate that faculty and administration need to keep an open dialogue so that we can maintain transparency on issues like enrollment. Ask questions about things like enrollment numbers through proper channels; bring concerns to Tim Henline. Department chairs go through Academic Affairs. We have new enrollment numbers to distribute. (Handout sent around.) Traditional on-campus student enrollment is down a bit from last year. But we have added a bit to our total enrollment from our last snapshot. We've done a lot of work to get students into the online degree programs. We've lost some numbers in off-campus programs, but those students don't bring a lot of revenue. We did lose significant numbers generally from our estimates

before the semester began. We have to figure out what caused that loss.

- Tracy Pellet: We'd like to have a nursing program by Fall 2019.
- Tracy Pellet: We do have a budget deficit given the loss in enrollment numbers. We can make up some of that by increasing numbers at the prisons. We had a late faculty resignation, leaving us with no one to teach those classes. We need more faculty willing to teach at the prisons; we can't rely on adjuncts.
- Tracy Pellet: We need those committee appointments solidified, and we need to ensure shared governance. We can't have conversations outside of proper channels. If you feel you aren't being heard, see Pellet in person.
- Gary Morris: Would like the opportunity to address the Senate regarding committees.
- Committee Reports:
 - Kandas Queen: Committee on SmartEvals met and will be submitting their recommendations soon. By next spring we should have a better instrument in place. Please give any suggestions or feedback to the committee. Larry Baker asks if the timeline for departments to add their own questions is tight. Robin has indicated that the more customization is done by departments and courses, the longer it will take. Larry Baker notes that departments should get moving on drafting their questions.

III. Old Business

IV. New Business:

- Jesse Skiles: Steps to improve the academic profile of the athletic department: Jesse is an alumnus. He spent twenty-six years teaching at West Virginia Wesleyan, but was always angling to come back to GSC. As Athletic Director, he believes the faculty are the backbone of the college. Wants to see the academic profile of the athletic department come up significantly. We need to recruit better student athletes. We are giving too much scholarship money to risky students. We don't give enough merit scholarships. Dwight Heaster has been extremely helpful as faculty athletic rep. We need to reinstate the faculty advisory committee. We need to continue to build the Hidden Promise program and get those scholars into athletics. Let's not feel there's a division between academics and athletics. As faculty, contact athletics if an athlete is struggling or creating issues. Marjorie asks how to help students who are physically exhausted when they arrive at class because of early workouts, late practices.

Dwight Heaster notes that NCAA is working on the balance between academics, athletics, and social obligations. One problem is that we have fifteen sports trying to use the same facilities, students working around classes, which creates scheduling difficulties and late practices. Students practice twenty hours a week max in season, eight hours out of season. The NCAA might be decreasing those numbers. Marjorie notes maybe we have more sports than we can handle. We can't say their academics are a priority if we have them practicing till midnight. Jesse invites more comments.

- Department Chairs appointment policies and evaluation (VPAA, Dr. Victor Vega to address): Faculty handbook is pretty vague about the procedures, evaluations, and expectations for department chairs. Chairs have a working document to better define these matters. Departments will work on the document and bring it back to Academic Affairs.
- SmartEvals (VPAA, Dr. Victor Vega to address): Contract being signed on Friday. We had to make adjustments based on state regulations. We will do a 150-section free trial this fall. By spring semester we'll roll out to all sections. Robin will send out a note about how to use the evaluations. There will be training. Technology will spend about two days to implement the program. User names and passwords for faculty members for the 150 trial courses will be the next step. Robin and Victor have decided which courses (mostly Gen Ed) will be part of the trial; a document will go out to departments. Working on the questions is the top priority.
 - Kandas Queen asks why they are titled "Faculty Evaluations" when really they should be titled "Course Evaluations." Victor notes we should separate questions about faculty from questions about the course. Kandas suggests we change the name. Dennis points out that "Student Evaluation of Instruction" is loaded.
- GSC workload and compensation policy (VPAA, Dr. Victor Vega to address): Victor is working on an overall policy to make available to all faculty, as the handbook is unclear. Tim will bring it to the Senate, and any appropriate committees for comment.
 - Larry Baker notes that some faculty are asking about how the overload compensation currently showing up on paychecks was calculated. When we see that calculation defined. Victor says department chairs will receive a breakdown this week.
- Reduced or free textbooks (VPAA, Dr. Victor Vega to address): Victor has hard copies of textbooks in his office that faculty can check out. They are free for download and can be used in any way if you give credit to authors. Mostly these are for science and math. The physical copies are around \$60. Gary notes that financial aid allocates around \$500 for textbooks. If they take four or five

courses at the Gen Ed level, we should keep in mind those limitations. We have some Gen Ed textbooks that are \$200.

V. Departmental Representative Concerns

- Marjorie Stewart needs more comments on the syllabus template.
- David O'Dell notes that Dr. Pellet tasked us with working on salary compression, and we asked for some data. Where are we on that? Dr. Vega wants to know what data is needed, and suggests we look at peer institutions (however we define those) and see what their salaries look like in comparison. The Business Office can give us data by rank, by time, by service, by department, etc. Victor will get that for us. David wants to know contract salaries in relation to rank and time at GSC. Dennis notes that the Chronicle of Higher Education publishes a study on salary. Larry can ask ACF if they have procedures they can provide *if we make a motion*.
 - Moved by Dennis, seconded by Kevin to get information from ACF. Motion passes.

Motion to adjourn was passed at 1:22pm.