

Glenville State College Faculty Senate Minutes

Date: January 29, 2019

I. Call to Order and Roll

- President Tim Henline called to order the Glenville State College Faculty Senate at 12: 26pm in the Mollohan Conference Room, Room 319.
- Senators present: Tim Henline, Adam Black, Dennis Wemm, James Bradley, Marjorie Stewart, Jason Barr, Shelly Ratliff, Kandas Queen, Amanda Chapman, Jason Yeager, Kevin Evans, Dana Wilson, David O'Dell, Wenwen Du.
- Also in attendance: Gary Morris

II. Approval of Minutes; Reports

- Motion to approve minutes for November 27 from Kevin Evans, seconded by Kandas Queen, was passed
- Reports
 - President's Report: Tim Henline distributes copies of his report. (Full report attached at the end of these minutes.) Website minutes have been updated from 2017 to current. He's still trying to track down records from 2015 to add those to the website. In the future, the secretary should be able to post minutes directly. All faculty have access to the final minutes through Sharepoint. Only Faculty Senate members have access to the drafts. Tim congratulates Kevin Evans for taking over the last six months of Larry Baker's tenure as ACF/BOG representative. Jason Barr and Marjorie Stewart have been elected members of the College Leadership Council. James Bradley has been made Director of Institutional Research. Dr. Morris is working on committee reorganization and will present soon. Tracy Pellet has charged us to submit faculty issues that can be addressed jointly to find solutions. Tracy Pellet also asks the Senate to review the Great Colleges Program.
 - Board of Governors/ACF Representative Dr. Kevin Evans: Kevin notes that neither ACF or BOG has met since last meeting. Kevin's position as VP of Faculty Senate needs to be filled. Dennis notes that traditionally the next person on the FS hierarchy is asked to fill a vacant role.
 - Administrative/Academic Updates: Gary Morris represents Victor Vega who could not be here today. Gary reviews the Homegrown initiative to recruit and train local students to teach in their home public school system. Tracy Pellet has been working with superintendents to keep our

education students teaching here. David O'Dell asks whether the Homegrown initiative carries any financial incentives that would allow us to compete with STEM programs at places like WVU. Gary says he has seen some information about incentives, but isn't ready to share. Tim Henline notes that there's a lot of federal grant money for STEM education. Gary notes that we're trying to apply a model taken from the Hidden Promise program; if we can mentor students early on, they are more likely to come here to study STEM subjects. Gary Morris has put together a group of new faculty to rework the Honors Program. He hopes the new faculty will bring fresh energy and insight, and that they will learn how to build an academic program. In the past the Honors Program has not been a properly vetted academic program approved by curriculum committee. We want to make sure that going forward it is. Gary distributes some information about how we are using funding to hire and pay faculty and staff to support our enrollments. This information will be necessary for speaking to the HLC's Criterion V. Dennis Wemm asks about a headcount for adjuncts in the spring semester. Gary Morris says those numbers will be finalized next week, but that there are fewer than last semester. Anyone teaching at the prison is an adjunct, even if they teach as full-time faculty on campus. Jason Barr asks if we've separated out those who are purely adjunct, and Gary says yes.

III. Old Business

IV. New Business

- Committees and committee schedules (Gary Morris): College Leadership Council has been reconstituted, as has the Academic Policy Committee. They are finalizing dates for meetings. CLC usually meets once per semester, but Victor Vega has a lot on the agenda for that group and is hoping to meet twice this semester.
- Academic Schedule (Gary Morris): the calendar was meant to be distributed, but Ann found some discrepancies that will be corrected before it is sent out. David O'Dell asks if there will be a winter term next year. Gary says it is not currently on the calendar, but may be added. It will be all online if it is added.
- Creation of Ad Hoc Committees: Tim Henline notes we will have to decide whether we need an ad hoc or a permanent committee for Tracy Pellet's charge that we regularly report Faculty Senate concerns. Tim thought we might create a committee to be in charge of collecting issues, investigating them, bringing them to Faculty Senate if an immediate solution is not found, and passing them

on to administration for joint action. This will create a procedural chain with proper documentation, and hopefully make a better process for getting faculty concerns addressed. Faculty Senate constitution does not require an ad hoc committee be made up of Faculty Senate members. Dennis Wemm is concerned that faculty may be hesitant to speak concerns if they may be recorded and submitted as evidence. David O'Dell notes that we must differentiate Faculty Senate from a Grievance Board. Jason Barr notes that he recalls Faculty Senate addressing this very issue in 2015/16, including having Krystal Smith instruct Faculty Senate on proper procedures for reporting grievances. Records of that discussion may be found in the minutes from that period. Dana Wilson wants clarification about who has felt their concerns have been unmet because of fear of retaliation if they speak up. Tim Henline agrees that we are operating on a lot of conjecture. Marjorie Stewart notes that in the past faculty concerns were brought to Faculty Senate as a whole, and asks how a committee would better serve us. Tim Henline notes that the committee could devote more time to investigation than we can as a full Senate. Tim will discover how this has been addressed previously and report back to the Senate. Dennis Wemm notes the importance of defining the limits of the powers of investigation invested in the committee. Tim Henline reminds us that we also need to create a committee to review and improve the Faculty Senate constitution (which hasn't been updated in a long time) over the course of this semester. Marjorie Stewart agrees this is an urgent matter. Tim asks how many members need to be on the committee; perhaps we need more than the typical three or four? Kevin Evans submits that we should keep it small to facilitate scheduling. The entire Senate will hold approval power before recommended changes go out to all faculty for final approval. Marjorie Stewart, Jason Barr, Dennis Wemm, and David O'Dell volunteer to serve on the committee. David volunteers to chair the committee.

- Kandas Queen moves that we approve the Constitution Committee with the above-stated goals, members, and chair. Wenwen Du seconds. Motion carries.

V. Departmental Representative Concerns

- Marjorie notes communications problems over break concerning changes in course caps, cancellations, etc. We'd like to see updates on those sorts of changes come from Academic Affairs. Also Marjorie prompts Dennis Wemm to share that GSC Theatre is hosting a murder mystery dinner theater night in February as a fund-raiser: Mollohan Ballroom, Feb. 15, 6-9 PM, \$30/person. Theme dress encouraged: 1920s Valentine's Day. Prizes awarded.

Meeting adjourned at 1:09 pm.

President's Report of the Faculty Senate of Glenville State College, January 29th, 2019 30th

Faculty Senate Minutes

- Website Minutes: The Faculty Senate Minutes had not been updated on the GSC website since April, 2015. I have since updated the minutes to the website from 2017 to current. I am in the process of filling in the missing years. The following link takes you directly to those minutes: <https://www.glenville.edu/faculty-staff/faculty-senate>
- In the future, we were told that we would have direct access to add them.
- As a reminder all faculty have access to the SharePoint section of the Faculty Senate Minutes. Faculty Senate Members have access to the Draft Minutes.

Elections and Duty Changes

- Congratulations to Dr. Kevin Evans who was elected by full-time faculty to be the ACF/BOG representative, to fill the unexpired term of Mr. Larry Baker, who has taken on a new role at GSC. I would like to thank Mr. Baker for his dedication to faculty, the Faculty Senate, and Glenville State College, while serving as our ACF/BOG representative.
- Also, congratulation to Dr. Marjorie Stewart and Dr. Jason Barr who have been elected to the College Leadership Council.
- Dr. James Bradley is now overseeing the Survey Monkey for Glenville State College and has also accepted the position of Director of Institutional Research.

Committee Reorganization

- Dr. Morris has a plan to modify committees so that in any given year 20 faculty members will not serve on a committee, in order to work on other areas, such as scholarship, community service, or other projects. Dr. Morris, Staff Chair Rachel Adams, Larry Baker and Tim Henline are on the Committee to reorganize. Additional meetings have occurred and the committee is nearing its final recommendations.

Charge to Faculty Senate

- From President Pellett: "I have charged Provost Vega and am charging the Faculty Senate to develop and maintain an ongoing list of faculty issues and concerns that can be addressed jointly (Faculty & Administration) in terms of solutions to create the most productive and successful educational environment here at Glenville State. Dr. Vega and/or I will also attempt to provide weekly and public updates/responses to common questions and/or concerns by any faculty, staff, or students".

Great Colleges Program

President Pellett would like Faculty Senate to look into this program and relay our thoughts. Here are some of his thoughts on this program:

My thinking is that this would be a nice standardized data gathering approach to getting at several employee satisfaction and engagement areas for institutional knowledge and action. Also, it allows for individualization on some demographic and statement areas. I also like this as it would provide peer institutional information that would be invaluable (that we currently do not gather/report). This most certainly could tie to our strategic planning processes and accreditation reporting. As importantly, it's also free.

How easy is it to measure employee engagement with the Great Colleges program?

LINK: <https://greatcollegesprogram.com/>

Great Colleges Program FAQs



- Free to participate
- Online & Completely Confidential
- Benchmarking Data

6 Frequently Asked Questions

Measuring employee engagement is easy with the Great Colleges Program.
How? Here's what you need to know:

Q: Which institutions are eligible to participate?

A: To be eligible for participation, institutions must be located in the United States, be a not-for-profit, have a student enrollment exceeding 500, and

host classes that are predominantly available on campus (as opposed to online). Community colleges are eligible to participate. Online and for-profit schools are not eligible to participate.

Q: Is there a cost to participate in the program?

A: There is no fee to participate in the Great Colleges to Work For program.

Q: How long will it take our employees to complete the survey?

A: It typically takes about 18-22 minutes to complete the survey.

Q: Can we customize the survey and still participate in the program?

A: Applicants can customize some components of the faculty/staff survey (i.e. adding/customizing demographics and statements/questions) and still use their results as their application for the program.

Q: When and how do we find out if we are recognized?

A: All institutions will be notified in June about their recognition status. The program results, including recognized institutions, will be published in a special advertising insert of The Chronicle of Higher Education.

If you are interested in learning more about these options please contact Suzi Schmittlein at sschmittlein@modernthink.com or at 302.764.4477.

*Certain restrictions apply.

[Register For Free Now](#)

Q: What reports will we receive?

A: All participating institutions receive **three free reports** as part of the Great Colleges Program. You will also receive benchmarking data to compare your institution's results against the Honor Roll as well as Carnegie Classification.

To learn more visit our website or contact Suzi Schmittlein at sschmittlein@modernthink.com or 888.684.4658.

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