

Glenville State College Faculty Senate Minutes

Date: Aug 27, 2019

I. Call to Order and Roll

- President Tim Henline called to order the Glenville State College Faculty Senate at 12: 27pm in the Mollohan Conference Room, Room 319.
- Senators present: Tim Henline, Marjorie Stewart, Dennis Wemm, Adam Black, Jeremy Keene, Shara Curry (proxy for Shelly Ratliff), Chris Cosner (proxy for Jason Barr), Megan Darby, Kandas Queen, David O'Dell, Amanda Chapman, Kevin Evans, WenWen Du, Jeffrey Bryson, Arthur DeMatteo
- Also in attendance: Kathy Nelson, Gary Morris, Matthew Thiele

II. Approval of Minutes; Reports

- Motion to approve minutes for May 7, 2019 from Marjorie Stewart, seconded by Kandas Queen, carried.
 - IT needs to be contacted, as many senators are not able to access the minutes on Sharepoint
- Reports
 - President's Report: Tim Henline intended to bring a President's report printed out, but had tech issues. Over summer, a group of faculty met with candidates for the Interim President, and Kathy Nelson was chosen with the support of the Faculty Senate President. Tim has found Kathy to be open and honest in their communications, and believes she is an advocate for faculty. Tim attended a Meet and Confer session with Kathy Nelson, and presented the Senate's concerns. Kathy Nelson has directed her administration to address many of our issues, and they have done so successfully. President Nelson is a breath of fresh air, and comes to us with a lot of experience. Tim would hire Kathy in his own company. At the final Board of Governors meeting of spring semester, Tim presented the Senate's concerns; they were receptive, and directed several people to solve our issues, including the delay in faculty payments. John Beckvold investigated the issue, and sent an email stating that everyone should have been paid, but that some payments were delayed in state processing. He asks that anyone experiencing a delay see the Business Office. Tim invites Kathy Nelson to address the Senate. Interim President Kathy Nelson has enjoyed her first eight weeks with us, and learned a lot about West Virginia. In her time in Minnesota, she worked in a large state system, very different from our more

localized regional college, and she's learning about the differences between those settings. She has been concerned with the payment situation, and was surprised to learn we cannot simply write checks to pay faculty in our state. She too has experienced some delayed reimbursements. Kathy commends Tim Henline as our Faculty Senate President, as well as Kevin Evans as our Board of Governors representative. Kathy gave a presentation to the Board at their August retreat. Before a particular slide, Kathy asked Kevin if he has a "good spirit," then displayed a slide of a comical cartoon chemistry professor. Kathy assured Kevin that she tried to get a photo of him, but this was the best she could do. The humor set a good tone for the meeting. The Meet and Confers will help strengthen that good will. The student attendees have breakfast with the cabinet, then the cabinet meets with faculty and staff, meaning that the administration gets all constituents' viewpoints. The August Meet and Confer addressed salary compression, especially among those faculty holding doctorates who were not being paid properly, and those salaries were appropriately adjusted. Gary Morris notes that they pulled thirty files, with no statute of limitation, to correct mistakes from years back. Kathy notes that we can't instantly fix all issues, but if we keep communicating, we can carry on this good work. More updates will be coming after next week's Meet and Confer session, including on the important issue of training on this campus. Human Resources has been working on rolling out an online training system that will help us move forward. Kathy invites us to bring her our questions.

- Board of Governors/ACF Representative Dr. Kevin Evans: Kevin gives a list of action items addressed by the Board since our last meeting. On June 12, the tuition and fee schedule was approved, and the out-of-state tuition rate was adjusted to make it the same as our metro rate used to be, making it cheaper than three surrounding states' in-state tuition. An Appalachian scholarship was eliminated. The technology fee for online program students was addressed, and changed to a flat fee rather than a by-course fee system. A discount was instituted for veterans in the online programs. Two new sports, wrestling and e-sports, were added. E-sports will be under Student Life for now, but will probably move to NCAA in the near future. A pay raise was approved. On Aug 7, Kathy Nelson conducted HLC training for Board members. Kevin reiterates the importance of the upcoming HLC visit, and reminds us that they are not a grievance board. We shouldn't ignore our problems, but we should discuss them in terms of our solutions to those problems. Gary Morris distributed an important hand-out you should use to prepare for the HLC visit. Also at the Aug 7 meeting, the budget was approved. We have

been promised monthly budget updates. The Board is still looking into a nursing program, about which there will be a meeting tomorrow. We are working on more partnerships, including a few masters degrees and one doctorate program. In the middle of July, Kevin attended an ACF retreat that came up with a list of agenda items for the legislative session. The ACF is asking us to improve the agenda in hopes for 100% support across all WV institutions. Agenda items include: 1) Increase funding for higher education to prepare our students for the dynamic needs of WV. 2) Fully fund PEIA and explore alternative to meet the needs of state public employees for affordable and accessible health care. 3) Include faculty representation in higher education planning and decision making. 4) Ensure transparent, fair and equitable employment process for higher education and faculty and staff. 5) Preserve the autonomy of Boards of Governors to regulate the safety and security of their campuses. Kevin notes it is likely that the issue of open carry will come before the state again this year. Dennis Wemm asks how further faculty representation will be accomplished on the state level, and Kevin explains the first step is actually getting more faculty representation on Boards at some colleges. Beyond that, there is no clear path.

- Kevin Evans moves that GSC approves these agenda items. David O'Dell seconds. Motion carries.
- Administrative/Academic Updates: Gary Morris asks that we continue to help him learn his role as VPAA. He has shared with us his main goals for the year, which include successful accreditation visits. Gary invites us to bring our questions and concerns to him.

III. Old Business

- Faculty Senate Constitution: We plan to revise the constitution by the end of the semester. An email will go out to Senate soon with a link to the constitution including proposed changes to the constitution. Senators will be able to comment on those changes and propose their own changes.

IV. New Business

- Committee Appointments and Elections (Possible Action Items): Tim Henline distributes the current committee rosters for filled committees for our review. He also distributes a list of committees that had more volunteers than open positions, as the Senate must vote in members for these committees, as well as ballots to submit. The Secretary will tally the votes, Tim will distribute the results of our vote as a motion, and we can approve by email. Chris Cosner asks whether it is possible to add volunteers. Tim informs him that we can

write in Jason Barr for Academic Appeals. David O'Dell asks whether the feedback Tim got about volunteers for open positions came from the department chairs or from the faculty members. Tim says he would have to ask each chair to know. Many department representatives assure us that their departments involve all faculty in these decisions. David notes that we must maintain not just fairness but also the appearance of fairness. David adds that in the past faculty were able to mark their first, second, and third choices for committee service. Tim notes that we've consistently had a shortage of committee members, and David points out that asking faculty to list second and third choices give more coverage for the committees. Tim agrees that system should be returned to. Kevin points out that some faculty members appear as candidates for multiple committees, and it's unclear how many of them want to be on all of the committees they have volunteered for at the same time. Tim commits to asking each of them how many committees they wish to serve on, and reiterates that committee assignments are very complicated.

- Approval of Expenditure for SurveyMonkey (Action Item): It has been questioned before whether we should continue this expense, given that Microsoft Office and Blackboard, which we already pay for, have survey features. Many Senators note those services are not as functional. David O'Dell expresses concern about the privacy offered by those services. Tim notes this might need to be an ongoing discussion. He also announces that we can no longer depend on James Bradley to administer surveys. Dennis Wemm volunteers to take on this responsibility. Dennis and David discuss the need for a continued Election Committee in the light of our use of SurveyMonkey. Dennis points out that the procedures section for elections calls for a committee, though this section is not technically part of the Faculty Senate Constitution. David notes that having at least two people involved with the surveys ensures honest dealings. Kevin Evans suggests we make movements toward reducing Election Committee membership to two. Dennis invites David to serve as his second, and David gracefully accepts.
 - Kevin Evan moves to approve the expenditure, David O'Dell seconds. Motion carries.
 - Motion to approve the new election committee carries.
- Faculty Handbook [Deferred until a future meeting]
- Issues and Concerns from Language and Literature: Marjorie Stewart informs us that the Senate has not been getting regular reports from Senate committees, such a Academic Appeals, as per current by-laws. Tim notes that he and Gary Morris have been working on reinstating those reports. Marjorie asks whether there is a timeline for reinstating them. Gary Morris notes that in the past reports happened at the end of the semester, and as a Senate we can request that process to be undergone this semester. Marjorie reports that Language and

Literature has been with an administrative assistant since May, and the lack is becoming burdensome. On that floor of AB, our assistant has been the only one to help students, and we don't have anyone to do that now. Matthew Thiele, the L&L chair has been doing the work of administrative assistant, which has been an onerous task. She reports on the numerous time-consuming tasks he's been required to undertake that should be duties of an administrative assistant. Tim suggests that we direct him as Faculty Senate President to look into the issue. Marjorie does so.

- Committee Reports

V. Departmental Representative Concerns

Meeting adjourned at 1:21 pm

