

Glenville State College Faculty Senate Meeting Minutes

Date: August 18, 2020

I. Call to Order and Roll

- President Brian Perkins called to order the Glenville State College Faculty Senate at 12:25 p.m. in MCCC319 and via conference call.
- Senators present: Brian Perkins, Marjorie Stewart, Kandas Queen, Duane Chapman, Kevin Evans, Ken Lang, Maureen Gildein, John McKinney, Jonathan Minton, Wenwen Du, and Tim Konhaus.
- Also in attendance: Mark Manchin and Gary Morris

II. Approval of Minutes; Reports

- Motion to approve the minutes for May 5, 2020 meeting from Marjorie Stewart, seconded by Kandas Queen. All approved, with one abstain – Ken Lang. Motion carries.
- Reports:
 - President's report: Brian Perkins noted the BOG meetings (May 26th, June 10th, and Aug. 5) over the summer, which Marjorie Stewart represented Faculty Senate as Vice-President. Discussion noted that Faculty Senate President was invited to every BOG meeting, along with the GSC BOG Representative.
 - Noted Ken Lang as the new Faculty Senate member for Criminal Justice replacing Jeffery Bryson.
 - Board of Governors (BOG) Representative Kevin Evans: Noted he would send copy of notes from meetings.
 - May 26, video conference to help connect better with state policy makers, low graduation rates, and programs with high attrition rates. Presentation (PowerPoint) showed most surprising data showed that high enrollment programs have the most of the low enrollments courses. Fiscal budget discussion based on 5% decrease in enrollment and 10% decrease in residential life. Estimated shortfall was over \$2 million. Proposed pay cuts, three options... greatest faculty pay reduction - 10% for faculty making less than \$60K and 15% for above \$60K. Kevin Evans noted his objection to the pay cut arguing that we already had a 25% increase in teaching expectations. The following day Board members meet to discuss challenges facing GSC, with Mike Russ initiating much of the conversation at the meeting. The Board indicated proposed budget was unacceptable and that faculty pay cuts would not be acceptable. Discussed GSC

presidential candidates, removed two as not suitable for GSC President. Of the three left, they selected Dr. Mark Manchin. Brain Perkins requested sharing BOG information on budget percentages. Kevin Evans said Gary Morris could provide feedback, and Gary Morris agreed to share with Faculty Senate.

- June 10, selected officers: Mike Russ Chair, Tim Butcher Vice chair, Approved budget anticipating \$600K loss, which was an improvement over previous year budget of \$1.9 million. However, they are hoping for \$1.2 million due to enrollment. Kevin Evans voted against budget noting budget shortfalls, deferred maintenance cost, and loss for 9 of the past 10 years was not sustainable. Board reviewed and approved program reviews for academic departments: Business, Criminal Justice, Biology, English, and Health & Human Performance.
- August 5, noted Kathleen Nelson had unstacked the BOG meetings so more could attend. New chairs for four of the five committees: Executive Committee: Mike Russ, Chair; Board of Governance & Human Resources: Ann Green, Chair; Business and Finance Committee: Doug Morris, Chair; Enrollment and Student Life Committee: Steve Gandee, Chair; and Academic Affairs Committee: Skip Hackworth, Chair. New Board members: Doug Morris - reappointed (was finishing Sue Morris' position). Joe Parsons appointed to replace Ralph Holder. Greg Smith will stay part of the board in an expired term for 'another year or two until the GSC President is going 110 mph'. President Manchin requested the Governor not appoint anyone to replace Greg Smith. Marjorie Stewart presented update on behalf of Faculty Senate that overall moral was good. She noted the Board statement to faculty: 'Thank you' to faculty for all they do and continue doing a great job. Passed policies needed to be in compliance with federal law. Financial concerns part of every meeting, need more students and retention. At every meeting, Board asks what can faculty do... Gary Morris stated/defended that faculty were for teaching in specific fields and teaching their courses well was how they contribute to retention, not actually part of the active recruitment of students.

Request: Have Faculty Senate departmental representative send Kevin Evans a list (documenting) what every department does to assist with recruitment.

Duane Chapman noted, what can we do to raise more money. Kevin Evans stated Greg Smith was about bringing up ways to build more business connections for internships, and Duane Chapman asked about alumni and

what they can do to help. Kevin Evans was open to suggestions, please send any ideas to him and he will share with BOG.

Final statement is BOG is maturing, Mike Russ very concerned about faculty morale. He took detailed notes from Marjorie Stewart's report. Kevin Evans wants to keep communication with BOG more unified. Please go through Kevin Evans (BOG Representative) and Brian Perkins (Faculty Senate President) to utilize the proper channels so we are not bombarding the BOG with every little thing. Instead, we send a comprehensive report that represents unified faculty issues.

Brian Perkins asked about recruitment and retention. Was that part of what everyone/departments do and track? Gary Morris noted as an institution they had researched and worked with department heads to develop a base line for retention. He put out a call for data on retention and what we are doing. Noted what he had shared with BOG was more co-curriculum. James Bradley is working on putting together something more specific to departments. Important to look at all areas of retentions. No formal report for now.

Marjorie Stewart noted the FAR asked what faculty had done for retention and questioned about asking Department Heads to share that information with Faculty Senate.

Brian Perkins will try to gather and bring this FAR information to next Faculty Senate meeting.

- Advisory Council of Faculty Representative (ACF): Marjorie Stewart noted July 17 via Zoom held office elections and discussion on COVID 19. Everyone has same concerns. Department of Education change: Now consider a 'D' grade as passing and accepted as transfer credit from another college, but we do not have to count towards prerequisites. Dual credit can now be taught by high school teachers without the graduate content-area requirements. HEPC sponsoring Open Education Resources Workshop on September 9, 2020. Post Secondary Globalization Bill, a program that would support global education in West Virginia to encourage recruitment of international students. Legislative agenda for next year considering faculty resilience, instructional versatility, and static enrollment concerns. These changes were made November 1, 2019 and became effective July 1, 2020.
- Administrative/Academic Updates (GSC President, GSC VPAA, Others): Gary Morris thanks and commends faculty on all that has been accomplished so far. Faculty have been supportive, only minor complaints

– mostly logistical. This week and next three weeks students wear blue wristband. We have had two test positive for COVID 19, but they never made it to campus. Preventative process is working so far. Next, early identification. Identify 3% of population next week to test/screen, look at where groups gather. Traffic flow seems to be working with screening. In the future there will be a reduced number of times for the screening checkpoint due to lack of manpower. Sports – no fall sports, all moved to spring. Questions?

III. Old Business

- Recommendations of Retired Faculty Members to BOG - Greg Smith & Tim Butcher responded, but did not mention it would happen at this time. Marjorie Stewart asked if they gave a reason for not moving forward. Brian Perkins stated the letters from them were posted in Faculty Senate SharePoint.

IV. New Business

- Meeting dates: Jonathan Minton moved to accept proposed meeting schedule, Marjorie Stewart seconded. All approved; noted Dec 1 would be via conference call.
- Committee appointments: Brian Perkins noted it was the responsibility of Faculty Senate to make sure committee appointments were fully staffed. He noted that Tim Henline had created a document showing committee appointments and he had sent a link sharing the document. Brian Perkins stated that red represents all committee appointment terms that are expired or vacant. Green are ones that extend beyond this year. He noted that Tim Henline did a really good job on putting the form together.
 - Faculty Senate members were asked to take back to department and see if they could find some replacements for committee needs. Please check to make sure nothing was missed.
 - Noted Promotion and Tenure & College Leadership Council are elected. Brian Perkins noted that Larry Baker was over Survey monkey, and Marjorie Stewart said someone needs to take it over.
 - Maureen Gildein asked what was the process. Duane Chapman said faculty fill out sheets on what committees they are willing to serve and the information is returned to Faculty Senate. Kevin Evans confirmed the process. Brian Perkins said he would try to find a form. Kevin Evans noted that David O'Dell used to have one. Brian Perkins will work on sending it out to faculty. Departments need to be represented and then Faculty Senate can select. Brian Perkins will send out document for those interested and then if there are still vacancies, reach out to Department Heads and Faculty Senate Representatives.

Brian Perkins noted he had sent a meeting request to Melody Wise about updating Assessment Committee members. Those from departments provided the following updates on Assessment Committee members: Business – Leslie Ward replaced Kandas Queen, Fine Arts – Loyd Bone replaced Chris Cosner, Science & Math - Wenwen Du replaced David O'Dell. Kandas Queen noted that some had served extended terms on Assessment to build in some continuity so the committee did not start with too many new members, and assist with HLC visit.

Dr. Mark Manchin arrived and greeted Faculty Senate. He stated that it was a pleasure to work with us and he wanted to convey that his door was always open if we need him. Stated he wants to continue to be transparent, but he understands the need for discussion between ourselves (Faculty Senate) and would not attend every Faculty Senate meeting unless he was invited. Mark Manchin noted that he would like to be involved and would appreciate the opportunity to take care of any issues as they arise. He further noted he hoped for faculty opinions on decisions that would affect them and that he wanted faculty to be part of the decisions. With 45 years in education, he noted we all needed to work towards one common goal. Commented on his belief that people work better when they are happy. Asked if there were any questions? He asked how we normally do the invitation/president attending to Faculty Senate and reiterated that he wanted to be there as/when we needed him. Brian Perkins noted in past the Senate had went into Executive Session when a they needed to have a private conversation. Mark Manchin noted he wanted the opportunity to interact and if we all worked together we could be successful. He noted we have a lot of work to do, and he had found incredible and motivated people that wanted to make Glenville State College successful. Stated he was involved in all parts of GSC and if we had issues, please come to him first to try to resolve. Brian Perkins noted previously there were quarterly questions. Marjorie Steward noted there was a requirement that he attend a certain number of meetings. Mark Manchin stated we did not have to wait the quarter to discuss issues/concerns, but could talk more often to resolve. Brian Perkins asked Faculty Senate Department Representatives to bring to next meeting anything (questions/concerns) for Dr. Manchin to address, who said he knew there was a certain amount of uncertainty, but it was his sincere commitment to help

- Brian Perkins asked if there were other concerns.
- Hearing none Wenwen Du motioned to adjourn meeting and Duane Chapman seconded.

Meeting adjourned at 1:18 p.m.