

Glenville State College Faculty Senate Meeting Minutes

Date: September 1, 2020

I. Call to Order and Roll

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

II. Approval of Minutes; Reports

- Brian announced Maureen would take minutes for Kandas and ask if all approved of her recording the meeting for the purpose of accuracy of minutes. No objection was noted. Marjorie Stewart made a motion to approve the minutes for August 18, 2020 meeting, seconded by Duane Chapman. All approved. Motion carried.
- Reports:
 - President's report: Brian Perkins noted there were some concerns about the mural project. Duane Chapman gave an update about the mural project in the library. This is an initiative by Jason Gum and First Lady, Gigi Manchin and is still in the planning stages. Around mid-September, faculty and students will be invited to be involved as the number one goal of the mural project is student involvement. Please contact Jason Gum or Gigi Manchin if you have questions. Please communicate to your department on the status of this project.
 - Board of Governors (BOG) Representative Kevin Evans: Kevin noted that he had received Recruitment and Retention report from six departments and it looks impressive. Kevin will compile these into one report for BOG.
 - Advisory Council of Faculty (ACF) Representative Marjorie Stewart: Noted no report.
 - Talked about the rolling plan for return to work. GSC is working with Minnie Hamilton for the screening process, which is not a testing procedure.
 - Administrative/Academic Updates: (GSC President, GSC VPAA, Others): Dr. Morris introduced Mari Clements, VP for Academic Affairs. She is reaching out to get to know people. Mari said she is delighted to be here and happy with questions she has asked thus far. Dr. Morris noted work will begin soon on the 2021 course schedule. Then we will begin work on

two and then four year schedule planning. The plan is for students and faculty to know what courses will be offered and what courses will be taught two-four years ahead of schedule. This is a retention effort and will also reduce drop/add numbers. This work will be in collaboration with faculty and staff. Dr. Morris is at the heart of COVID testing and reported three successful days. As of today, there are no positive results. Dr. Morris announced and congratulated Kandas Queen who successfully defended her dissertation.

III. Old Business

- Committee Appointments-2/3 of faculty responded to Brian. He explained the process was first come, first serve, and several faculty did not get a committee assignment if they submitted their preference later. Kandas Queen suggested representation from every department be added to Academic Appeals Committee. This would over-step our bounds and this change needs to occur at the Academic Appeals committee level. Kandas Queen made a motion for Academic Appeals to review bylaws and increase representation from all departments. This motion was seconded by Duane Chapman. All approved and the motion carried. Kandas Queen asked for Cheryl McKinney to be added to the Curriculum Committee. Marjorie Stewart asked for a clarification on the process for election of committees-promotion and tenure and leadership committee. Brian asked for someone to work with Larry Baker on creating and sending surveys. Brian asked for a volunteer, and receiving none, he will ask the faculty who are not on a committee.
- Motion by Marjorie to approve the committee appointments, Kandas seconded the motion. No discussion, motion carried.

IV. New Business

- Questions/Concerns for President Manchin...Brian read questions and Dr. Manchin answered. Dr. Manchin appreciates the opportunity to speak at Faculty Senate meetings and is committed to discussion-he is receptive and open.
- Concern: Faculty are teaching 15 hours and paid for 12 hours.
 - Dr. Manchin responded this was the first issue he was made aware of when he arrived on campus. He understands this was discussed at all levels but not sure if faculty had input. Dr. Manchin stated he cannot change anything right now but wants to know if the benefits are outweighing the cost. Some information he will look into is how this issue was sold to faculty. Dr. Manchin stated it is worthy of more review later and we can have further discussion for next year. He is not making any commitments, but he would like to know the rationale that was communicated to the faculty senate. Our charge is to get more kids on campus and keep the college open. Brian

noted the faculty were informed it would be cost saving to reduce adjunct faculty if all faculty had increased course load. Dana Wilson asked if administration took pay cut. Dr. Manchin stated he was not aware of any reduction in administration pay. Brian noted 16% of faculty left at the end of last year. Dr. Manchin stated he will do a cost benefit analysis. Dr. Manchin is committed to being earnest in discussion of this issue. Marjorie suggested Dr. Manchin look at the history of this issue and Kevin Evans volunteered to send letters written by Faculty Senate to BOG. Dr. Manchin is committed to a discussion in the spring to review this issue if there is still concern.

- Question: There is growing concern regarding COVID 19 and person/s who tested positive.
 - Dr. Manchin reported we have zero positive cases on this campus as of today. He praised GSC staff and all working together have been outstanding. The quarantine for persons was more precautionary in nature. The rapid response test was cost prohibitive (\$30,000) and we were told PCR test was required. The turn around time for test is two days and we have an excellent relationship with Minnie Hamilton Clinic. We have a nurse on staff and testing is going well. We hear there is a vaccine on the fast track.
- Question: There is some concern about the hiring and over growth of administrative positions.
 - During his 44 years, Dr. Manchin has not worked with many people who have loved administration. Dr. Manchin has had experience with the teacher strikes and stated the president needs to surround himself with people he has confidence in. That is important as we are held accountable for the success of this college. Dr. Manchin had a person in mind and adopted a small college administration model and asked BOG to be supportive of the position of the law person. Your concerns were heard and he does not plan to hire any other persons at this time. Dr. Manchin is looking at diversity in hiring and will bring to Faculty Senate for discussion. He understands faculty concern since he is 5th president in last 5 years. I understand and appreciate your concern of administration. Brian asked if there were plans to fill gaps in custodial staff. Dr. Manchin stated these positions are open, they have had discussions about these positions, they were budgeted for and there is difficulty filling these positions.
- Question: What are the plans for more scholarships?
 - Dr. Manchin stated he would like to expand the number of academic scholarships and identify additional scholarships for to African American students. Part of the charge for our VP for Student Affairs will be to recruit African American students. A donor gave us \$1.5 million to be dispersed at \$50,000 per year starting spring or fall. Dr. Manchin would like to lower international tuition from the present number to out of state tuition rate. He

has support of BOG and coaches. On Thursday, September 10, we will meet with the dean of nursing at WVU with the express purpose of nursing program at Glenville State College. Dr. Manchin has spoken with Dr. Gee and Rob Alsopt at WVU and has support of Dave Alvarez and Senator Manchin. We are going to expand our education program. We are going back to our roots. I really enjoyed the readings from our English department the other night. Academics is critical and Dr. Manchin wants us to be seen as a top notch school. We need to expand the number of academic scholarships to 5-10 to African American students.

- Question: Can a study be done to extend library hours.
 - Dr. Manchin says the library will be not only accessible-there are plans by Mrs. Manchin to add a coffee shop, add furniture outside on the veranda so students will want to be at the library. I have a great appreciation for this campus. We can certainly take a look at extending the hours for library. Dr. Manchin believes our campus should be student friendly.
- Question: Should the college be required to repay lab fee funds that were borrowed or taken from departments a few years ago. Brian stated lab fees rolled over in Land Resources but at one point, these funds went away.
 - Dr. Manchin will have a major discussion about spending and availability of funds. Any organization is about prioritizing and what happens in the classroom and in departments is critical.
- Dr. Manchin thanked Faculty Senate and stated if he is wanted at every meeting he will be here.
- Academic Calendar adjustments
 - Move the start date from January 11 to January 19
 - Remove spring recess and spring break from the calendar
 - Dr. Morris explained this in response to COVID 19. He is trying to buy us another week to prepare for opening in case we need test, to avoid mass exodus and bring COVID 19 back to campus. We do not know what to expect for spring semester. Kandas reported a concern from Business department and suggested ending a week earlier in Spring. Dwight Heaster had this concern and felt the extra week made sense so students could begin their jobs. Kandas asked if athletics would be affected if we started a week later than normal. Dr. Morris reported Jesse Skiles did not express concern about the earlier start. Dr. Morris explained we need the flexibility and time to test and do the phase in move. Duane Chapman agreed the move in is challenging. Dr. Morris reported we are already late making this decision. Brian asked when prep week would be? Dr. Morris says we typically have one day but what happens depends on COVID. College Leadership Committee is the next stop for this calendar change and a meeting will be called to discuss..
 - Duane Chapman made motion to end meeting and Jonathon Minton seconded. The motion carried. Meeting adjourned at 1:20 p.m.