

Glenville State College Faculty Senate Meeting Minutes

Date: October 13, 2020

I. Call to Order and Roll

- President Brian Perkins called to order the Glenville State College Faculty Senate at p.m. via conference call.
- Senators present: Brian Perkins, Kevin Evans, Kandas Queen, Wenwen Du, Duane Chapman, Ken Lang, Maureen Gildein, John McKinney, Dana Wilson, Marjorie Stewart, Tim Konhaus, and Jonathan Minton.
- Others: Donal Hardin

II. Approval of Minutes; Reports Meeting started at 12:25 p.m.

- Motion to approve the minutes for September 29, 2020 meeting from Marjorie Stewart, seconded by Ken Lang. All approved. Motion carries.
- Reports:
 - President's report: Brian Perkins noted he asked administration not to attend this meeting and asked for feedback from senate regarding them attending. Marjorie Stewart commented this was the only place she had worked where administration attended Faculty Senate meetings. Donal Hardin said same, as did Jonathan Minton. Kevin Evans noted he felt the opposite way and thinks it is important to have open communication with administration, noted Senators can take meeting into executive session. It was noted we can have some meetings where they do come, but maybe not make those meetings when we would be voting on issues, so Senate could have time to discuss issues. Brian Perkins and Duane Chapman noted we do not have time to meet every week to discuss issues. Maureen Gildein and Brian Perkins commented on asking administration to meet with Faculty Senate every other meeting. Kevin Evans stated that it could make it hard for Gary Morris to do his job managing issues without communication with Senate.
 - Board of Governors (BOG) Representative Kevin Evans: Noted that the BOG retreat is next week. Marjorie Stewart will be attending BOG next Tuesday in place of Brian Perkins due to Brian's class obligation to students. Send Marjorie Stewart any concerns for BOG by the end of the week. The BOG meeting was moved from 10/21 to 10/20.
 - Advisory Council of Faculty (ACF) Representative Marjorie Stewart: Noted they met on Oct 8. Topics discussed were reliable Broadband for the entire state, COVID policy – some institutions are asking faculty teaching virtual classes to go to office for Teams meetings. ACT scores should be available tomorrow (Wednesday, Oct. 14). West Virginia results are at or among national averages.
 - Discussed the rolling plan for return to work. GSC is working with Minnie Hamilton for the screening process, which is not a testing procedure.

III. Old Business

- Faculty Survey – did not get survey ready to collect results in time for this BOG meeting. Think it might be ready for Dec. 16, 2020 BOG meeting.
 - One question was does GSC have a hiring practice for new hires...
 - If anyone has suggestions for things on the survey, please send to Marjorie Stewart, Maureen Gildein, and Ken Lang
 - Discussed deadline for when to send out surveys. Noted we need to have faculty send comments back by this time next week to ready survey. Next week send out Promotion and Tenure survey first, and then send Faculty Survey so as not to have two going at same time.
- Ad hoc financial committee – Brian Perkins spoke with Gary Arbogast and sent out information. The committee could help review finances, provide an independent view on the finances, budget process, help develop future financial plans. Marjorie Stewart asked for the reason why it had to be an ad hoc. Brian Perkins noted it was like a special topic's thing. After it is started, then maybe it could grow into a permanent committee. Duane Chapman asked John McKinney if this had been done before. During a previous financial crisis, a committee was given financial information and it got out of control as everyone became involved and picked on others budgets. It died the same semester it was formed due too much debate over budgets. Brian Perkins noted this was not a budget committee. Duane Chapman asked what was the purpose for the committee. Brian Perkins stated it was just to have faculty be aware of the actual financial situation, to have an understanding of what the real cash flow was, not inflated numbers due to depreciation. It would help to empower faculty to raise awareness. Marjorie Stewart noted if it could also be possible for the committee to make recommendations. Brian Perkins noted it could look at trends, where the money was going, compare trends and share information with Faculty Senate. Duane Chapman asked about mock bylaws on how it would be developed, how it would run through Faculty Senate, and see how it would operate. Marjorie Stewart asked about the kind of information from the committee. Duane Chapman noted mock bylaws would help to make that clear. Brian Perkins asked how to determine members for the committee. Kandas Queen commented about asking departments for a volunteer to see who would want to be part of it and noted that Gary Arbogast had expressed interest in it. Duane Chapman asked it would still be an ad hoc. Brian Perkins questioned if we were going to make it a formal committee. Duane Chapman asked John McKinney about previous committee and he noted it was just about focus on budgets.
- WV Public Workers Union – Brian Perkins asked Tim Konhaus about what he had learned on collective bargaining in West Virginia. Tim Konhaus noted that in West Virginia it was not permitted. We would have no collective bargaining power as a public institution. Brian Perkins questioned that and Tim Konhaus noted the National Labor Relations Act does not apply. Mentioned in state code that it was prohibited. Brian Perkins said we can look at it more, envisioned asking administration if they would collectively bargain or use the term negotiation on contracts through Faculty Senate. Tim Konhaus noted that when we sit down, what we have now can go away and cautioned against using terms like negotiation. Brian Perkins stated he had searched code too and it did not specifically prohibit collective bargaining and he would like to see GSC to be

proactive and at the forefront on this in the state. Comments on whether it was part of the handbook, need to ask. The biggest issue is 15 hours, Tim Konhaus noted the president said that he was open to discuss in the spring and that we should wait until this fails to happen to explore unions more.

- Tim Konhaus motioned to table discussion of collective bargaining. Kandas Queen seconded the motion. Discussion revolved around 15 credit hours. Marjorie Stewart said the president said he will review if numbers support whether or not to stay 15 or go back to 12. Tim Konhaus stated he was not recommending not discussing, but wanted to wait until the matter was defaulted on by administration. Duane Chapman noted we need to wait and see about how contracts develop. Jonathan Minton noted it needs to be done now. Ken Lang commented it needs to be a discussion now and it could relate to ad hoc finance committee. Tim Konhaus asked what is the goal of that now if the president is not going to act on this now. What are the actions for us now? Ken Lang noted that we could explore alternatives as this evolves depending on what happens. Need to have ongoing discussions. It was asked what was faculty load from other institutions. Brian Perkins noted that talking about 15 hours was separate from collective bargaining. Marjorie Stewart noted faculty burnout. Maureen Gildein stated she understand what Tim Konhaus was saying and noted the president was working on budgets. Duane Chapman said we could go ahead and address issues in a letter. Kandas Queen noted if the issue was about 15 hours, collective bargaining might not necessarily resolve that issue. Following discussion votes were called by name on the motion to table discussion on collective bargaining: Tim Konhaus – for, Kevin Evans – for, Ken Lang – nay, John McKinney – for, Dana Wilson – for, Kandas Queen – for, Wenwen Du – for, Jonathan Minton – nay, Marjorie Stewart – nay, Maureen Gildein – for, Duane Chapman – for. Motion carries.

IV. New Business

- Elections/Survey Monkey – David O’Dell won the CLC election. Maureen Gildein noted next was the Promotion and Tenure committee survey. Ken Lang and Maureen Gildein were meeting the following day to create form to send out, hopefully this week. Those serving are Lloyd Bone, Fred Walborn. Brian Perkins noted the results of the election and who could see the vote tallies. It was suggested to allow everyone to see all tallies to promote transparency. In the past there were hard feelings and some strong feelings so we need to decide how to handle. Brian Perkins asked if there were questions, do we need to update the faculty handbook and how this is handled. Jonathan Minton does not want to see specific tallies. Marjorie Stewart agreed that it can cause problems. Duane Chapman commented that if they ask give it, but not send it out generally. Any faculty can ask for results.
- Academic Appeals Committee Bylaws Update – Brian Perkins noted this came from Kandas Queen earlier based on a desire to have each department represented on the committee. Ann Reed sent bylaws, both the original and the updated version that was a WIP. Brian Perkins asked about changes for the document to state from each department, so one per department rather than multiple people from the same department. Dana Wilson noted that Health & Physical Education is not a separate department now, but part of the Education Department. Brian Perkins noted that as the only person in your section,

it was not the intention to overwhelm. Kandas Queen noted to change language to read to academic department to address changes to departments. Marjorie Stewart questioned summary on annual report from committee, and Brian Perkins noted that was submitted in a previous email. Article 6, recommend that provost, within so many days, notify faculty members, the reason why provost overturns committee decision and that this be reported out. It was noted that faculty member needed justification as to the basis for the decision. Under Section 2, to read: notifies student, committee, and faculty. Brian Perkins added those and asked do we want a section for justification. Brian Perkins asked Marjorie Stewart to send the changes she referenced to him and he would send to Faculty Senate and Ann Reed.

- Online course evaluation – Brian Perkins noted Kandas Queen asked approval to move forward with this as an informational item. Jonathon Minton asked if it went to all faculty or just to Faculty Senate. It was noted that it had been sent around and it served to replace the outdated form that was currently being used. It was also information that aided in HLC accreditation for the online programs.
- Non-Meeting Committee Review – Review for next meeting as it will be first on list. Bring feedback on this to next meeting.

V. Adjournment

- Marjorie Stewart made the motion to adjourn, seconded by Maureen Gildein.

Meeting adjourned at 1:18 p.m.