

Glenville State College Faculty Senate Meeting Minutes

Date: January 11, 2022

I. Call to order and Roll.

- President Brian Perkins called to order the Glenville State College Faculty Senate at 12:30 p.m. in MCCC 319 and via Teams.
- Senators present: Brian Perkins, Jeffrey Bryson, Jonathan Minton, Kandas Queen, Wenwen Du, Duane Chapman, Donal Hardin for Ken Lang, Tim Konhaus, and Maureen Gildein.

Also in attendance: Gary Morris, Mari Clements, Elizabeth Matory, and David Lewis.

II. Approval of Minutes; Reports

Motion to approve the minutes for November 30, 2021 meeting by Duane Chapman; seconded by Donal Hardin. All voted; motion approved.

- Reports:
 - Board of Governors (BOG): Kevin Evans did not attend and will give a BOG report later.
 - Advisory Council of Faculty Representative (ACF): Jeff Bryson noted no new meetings had occurred; they had a member pass away suddenly in a car wreck that affected the council. In the last meeting, they talked about the annual report for WVHEPC. An important topic discussed that will affect institutions was the Conceal and Carry item. It was determined that each campus will decide for themselves how to handle the Conceal and Carry item. The next meeting was scheduled for Friday, January 14, 2022.
 - Cabinet – John McKinney retired. Brian Perkins noted both John McKinney and Dwight Heaster had volunteered to serve as faculty on Cabinet and asked senators if they approved Dwight Heaster as the new Faculty Representative in Cabinet. Discussion followed on his willingness to serve. It was noted Dwight Heaster would not be a new member to Faculty Senate, but would report back to Faculty Senate on items from Cabinet. This appointment would be to finish up this AY. Kandas Queen motioned for Dwight Heaster to serve as the Cabinet member for faculty and report to Faculty Senate. Maureen Gildein seconded the motion. All voted. Motion carried.
 - Academic Affairs – Brian Perkins asked Gary Morris for updates. Gary Morris asked if the Academic calendar could be put on the agenda for approval at the next meeting. Gary Morris noted they had put together

calendars for the next few years to help with alignment of the course schedules for the next few years.

Gary Morris noted the CLC meeting was being moved to a later date. He further wanted to commend Brian Perkins and Faculty Senate for moving documents through Faculty Senate and up to CLC for review.

Gary Morris stated that Bert Jedamski had convened an ad hoc committee to review tuition and fees and he had asked if Faculty Senate could elect someone to serve on that committee. Meeting times for the committee looked like they would be on Tuesdays. Duane Chapman commented he was interested in serving on the committee, but it would depend on when they would meet and if he was available. Kandas Queen noted if Duane Chapman had a schedule conflict she could serve.

Mari Clements stated that emails had been sent regarding this taskforce. Mark Manchin (GSC President) had requested to review faculty compensation for advanced degrees. She introduced some background on the matter and noted that Kathy Nelson had written a memo during her term as GSC President that suggested individuals with advanced degrees should have enhanced compensation. Mari Clements noted that the memo did not stipulate any specifics about how that would be determined and Mark Manchin asked for clarification and suggested guidelines and recommendations on what the specifics for the compensation should entail. The taskforce has been designed to show broad representation among faculty, staff, and SGA. Members include Brian Perkins serving as President of Faculty Senate, Eric Marks serving as President of Staff Council, along with an at-large faculty member and an at-large staff member. Additional taskforce members included Marcus Spinks as Vice-President of SGA, Tegan McEntire from HR, along with Chelsea Stickelman (Co-Chair) and Mari Clements (Chair). Mari Clements noted the taskforce will keep the President and the CFO advised and stated the taskforce would not make decisions, but rather would make recommendations. Mari Clements commented that related topics might include something about promotions (not tenure) for lecturers. She stated that recommendations affecting faculty would come back to Faculty Senate as well as the GSC President. Mari Clements stated she was confirming nominations and hoped to get elections ready for faculty to vote on faculty representative and staff to vote on staff representative later in the week.

III. Old Business:

- Overload Pay Policy – Brian Perkins noted the BOG approved the Overload Pay Policy and commented there was a minor change. Brian Perkins thanked everyone for their efforts on it and Ken Lang for his work on it.
- Faculty Development Policy – Brian Perkins mentioned BOG Policy 20 and possible updates that might be needed to the policy to make it match our current practice. He noted it stated the Faculty Development Committee would make decision on how funds were awarded. Current practice has this process handled by Gary Morris. Donal Harding noted as VP of the Faculty Development Committee there was no discussion of that committee awarding money. Brian Perkins noted previously, before the committee was recently revived again, the committee decided on awarding funds. Donal Hardin noted they were advising the Provost on awarding funds, and they were looking at assisting in determining a budget for funds. Donal Hardin further noted there had been no discussion about requests coming to the Faculty Development Committee first for funding decisions. Brian Perkins stated this needed to be homework for Faculty Senate to discuss in departments and to work on it at our next meeting. Duane Chapman commented we needed to have the Faculty Development Committee make recommendations regarding BOG Policy 20 and then review it in Faculty Senate. Donal Hardin noted there was a presentation from the committee about the process, but it got rescheduled. Kandas Queen noted faculty would probably have a better understanding of how it would work after attending the presentation. Discussion followed on the best process for review and possible updates to the policy. Jeff Bryson commented on the Faculty Development Committee and noted his appreciation the work Mark Sarver, Donal Hardin and other committee members and stated they were taking the matter very seriously and trying to help faculty. Maureen Gildein noted there was a faculty member from every department on the Faculty Development Committee. Discussion followed on the committee and the policy. Duane Chapman noted that faculty were concerned about who and what people were getting paid faculty development funds. Brian Perkins noted that might be an issue the committee could help address. Discussion followed. Gary Morris noted that lectures were faculty and entitled to funds. Duane Chapman commented on the possibility of forwarding the email from the concerned faculty to the committee to help address the issue.
- COVID & New Semester – Brian Perkins asked Gary Morris why students would not have to wear a mask in the hallway but had to wear one in the classroom. Gary Morris noted it was an administrative and political compromise. Kandas Queen questioned if it might also be related to the amount of contact time exposed to others in the hallway compared to time together in the classroom.

IV. New Business:

- Athletics retention & GPA presentation – Duane Chapman commented that in his role as both a coach and a faculty member he saw how things are done from both sides. He complimented Jesse Skiles and noted that when he came to GSC in the fall of 2018 GSC had 15 out of 376 athletes with a 4.0 GPA. In the fall of 2021, we had 36 out of 424 athletes with a 4.0 GPA. From the 3.5 – 3.99 GPA range we had 85 athletes. As of Fall 2021, there were 7 teams that were over a 3.0 GPA; with 5 others over a 2.5 GPA. Duane Chapman noted that was impressive and commented that they might be doing things that Faculty could look at in terms of retention in our programs. He further questioned how informed faculty were on how their programs were performing and retaining students. Kandas Queen noted Dwight Heaster had sent out a report that morning with that information in the Department of Business. Duane Chapman thinks everyone needs that type of information and noted the value of it in advising and growing programs/retaining students. He noted that Trae Sprague and Gary Morris might consider this model as it appears to be working based on the improvements from 2018 to now in Athletics. He further noted that athletes are about 50% of our students and 80% of students in housing.

Maureen Gildein noted that Teacher Education has been tracking student retention and talking with students and it was an ongoing process. Duane Chapman discussed how the information he got as a coach could serve him as a faculty member to help a student. Donal Harding commented it was good information and questioned if we knew what it was by each advisor. Discussion followed. Brian Perkins asked Gary Morris if there was a report with this information that could be shared with faculty. Gary Morris noted they had done something for the last three years on a report that was shared with the BOG but it was not shared widespread on campus. He noted some of it was shared with Faculty Senate last year. Gary Morris noted that Tim Henline had shared this information with departments on campus. He further noted that they did get a four-week report of students that were at risk by advisor. Gary Morris commented that he was open to anything that could help to improve retention. Duane Chapman noted that what Tim Henline had reported was by the course not the advisor. Gary Morris responded it was by the department and the course, but not the advisor. Gary Morris said he could reshare that information and show trends if people wanted to see it. He further noted it was challenging when just looking at numbers to measure retention. Looking at just retention numbers showed what programs were retaining students, but it does not always identify why; was it because they were better at engaging students, or were there other issues such as finance, or fees, etc. Gary Morris is hoping that Trae

Sprague goes beyond just the numbers and gets to the why behind them. He noted that retention information by departments can be made available to faculty if it will be helpful. Duane Chapman noted he thought it would be good and that some of the best practices identified in Athletics could be beneficial. He further noted that the Advising Taskforce was a good place to help advance it. Discussion followed on the Advising Taskforce and Faculty Senate Committees and best practices.

- Brian Perkins noted the Academic calendars and asked if faculty would look them and send back to Brian Perkins in one summarized email that he could share with Academic Affairs any errors or issues. He noted that Kandas Queen had already responded noting several date issues. Jeff Bryson commented on the date to apply for graduation noting it was outside of the semester. Kandas Queen commented it might be that way because of the verification process that has to happen and the time needed to allow for transient work to be sent back to the college. Discussion followed. Maureen Gildein commented on the possibility of having posters placed up around campus to help keep students aware of dates. Discussion followed on the email notification process and advising.
- Brian Perkins commented on an opening on the Academic Appeals Committee for the Science and Mathematics department. Two names were presented: Dave McEntire and Shalika Silva. Discussion followed on the nominations and Faculty Senate appointing rather than the Science and Mathematics department appointing their representative. Duane Chapman motioned to appoint Dave McEntire. Kandas Queen seconded the motion. All voted. Three abstained. Motion occurred.

V. Adjournment:

Duane Chapman motioned to adjourn the meeting. Kandas Queen seconded the motion. Motion carried.

Meeting adjourned at 1:16 p.m.